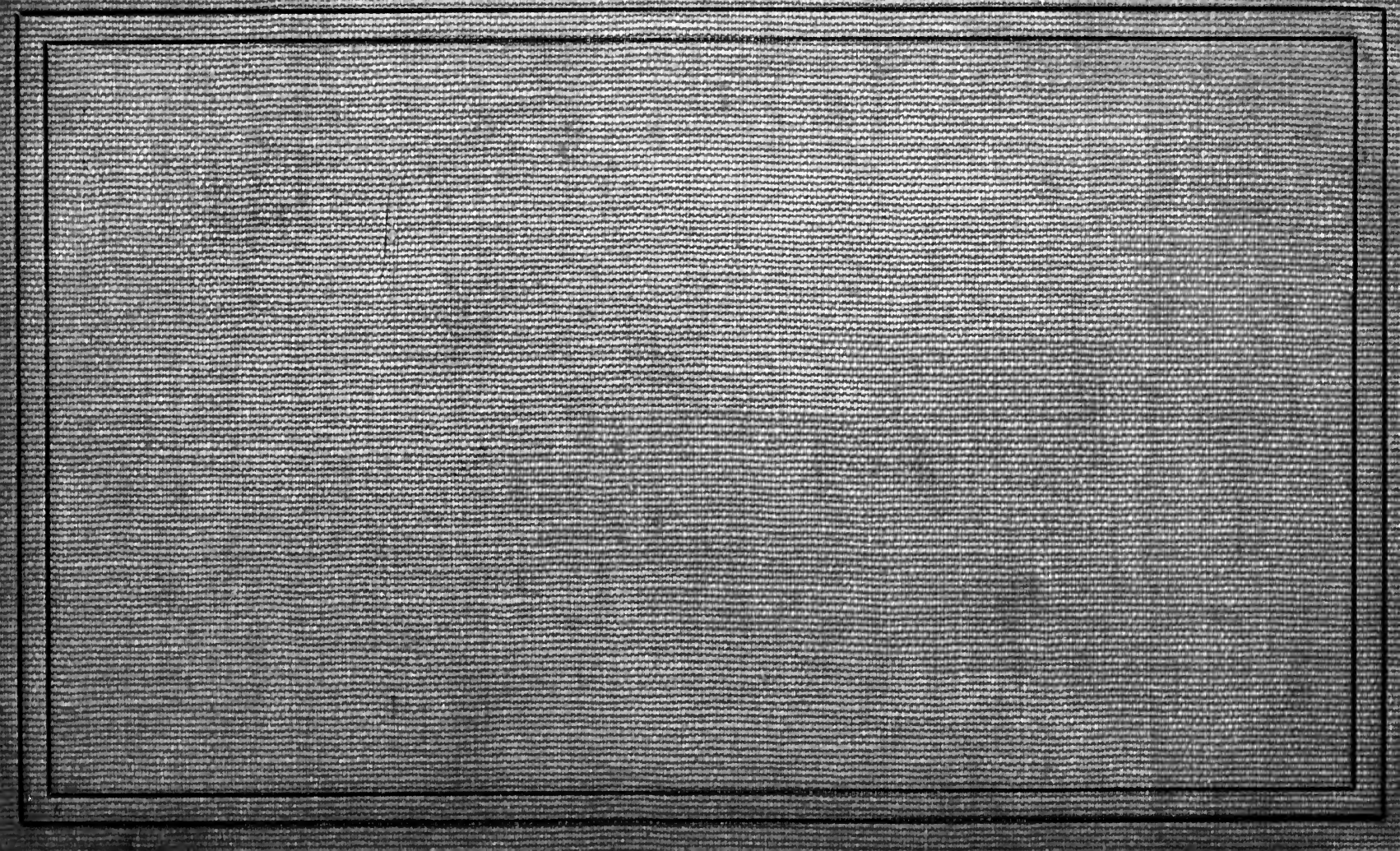

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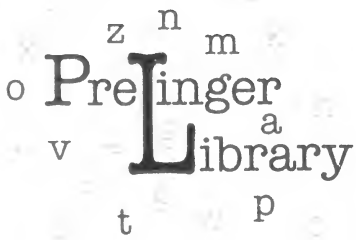

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REPORT ON CONDITION

OF

WOMAN AND CHILD WAGE-EARNERS IN THE UNITED STATES

IN 19 VOLUMES

VOLUME XVIII: EMPLOYMENT OF WOMEN AND CHILDREN IN SELECTED INDUSTRIES

Prepared under the direction of
CHAS. P. NEILL
Commissioner of Labor

WASHINGTON
GOVERNMENT PRINTING OFFICE
1913

IN THE SENATE OF THE UNITED STATES,

June 15, 1910.

Resolved, That the complete report on the condition of woman and child wage-earners in the United States, transmitted and to be transmitted by the Secretary of Commerce and Labor in response to the act approved January twenty-ninth, nineteen hundred and seven, entitled "An act to authorize the Secretary of Commerce and Labor to report upon the industrial, social, moral, educational, and physical condition of woman and child workers in the United States," be printed as a public document.

CHARLES G. BENNETT,

Secretary.

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LETTERS OF TRANSMITTAL.

DEPARTMENT OF COMMERCE AND LABOR,
OFFICE OF THE SECRETARY,
Washington, February 20, 1913.

SIR: In compliance with the Senate resolution of May 25, 1910, I beg to transmit herewith a report showing the results of an investigation of the employment of women and children in certain selected industries.

This report has just been completed and is the eighteenth volume of the larger report of the investigation carried on in accordance with the act of Congress approved January 29, 1907, which provided "That the Secretary of Commerce and Labor be, and he is hereby, authorized and directed to investigate and report on the industrial, social, moral, educational, and physical condition of woman and child workers in the United States wherever employed, with special reference to their age, hours of labor, term of employment, health, illiteracy, sanitary and other conditions surrounding their occupation, and the means employed for the protection of their health, person, and morals."

Respectfully,

BENJ. S. CABLE, *Acting Secretary.*

The PRESIDENT OF THE SENATE,
Washington, D. C.

DEPARTMENT OF COMMERCE AND LABOR,
BUREAU OF LABOR,
Washington, February 20, 1913.

SIR: I beg to transmit herewith Volume XVIII of the Report on Condition of Woman and Child Wage-Earners in the United States, which relates to the employment of women and children in certain selected industries which largely employ the labor of women and children. This volume forms a part of the report of the general investigation into the condition of woman and child wage workers in the United States, carried on in compliance with the act of Congress approved January 29, 1907.

The field work of this investigation was carried on by groups of special agents of the Bureau under the immediate field supervision of Special Agents Zach C. Elkin, Walter B. Palmer, Frank J. Sheridan, and Ethelbert Stewart. The preparation of the text of this report in its present form, embodying the reports of these agents, is mainly the work of Miss Mary Conyngton. The work has been carried on under the general direction and immediate supervision of Chas. H. Verrill.

I am, very respectfully,

G. W. W. HANGER,
Acting Commissioner.

The SECRETARY OF COMMERCE AND LABOR,
Washington, D. C.

INTRODUCTION AND SUMMARY.

INTRODUCTION AND SUMMARY.

PURPOSE AND SCOPE OF THE INVESTIGATION.

In the general inquiry into the conditions of employment of women and children, four industries, the manufacture of cotton, glass, silk, and men's clothing, were selected for special detailed investigation. In addition, special studies were made of certain aspects of the employment of women in department and retail stores, laundries, and metal-working trades, the results of which have already been published in earlier volumes.

There seemed need for some more general study which, covering a wider field but going into less detail, should give some idea of conditions affecting the women and children employed in shops and factories outside of the industries specially investigated. How numerously they are employed, to what extent they are engaged in dangerous or injurious occupations, from what races they spring, their age distribution, to what degree married women are found among them, the conditions of their work, the range of their earnings—these and similar questions are closely connected with the problems which gave rise to this investigation.

Limitations of time and money rendered it impossible to cover the whole field thus outlined; industries were too numerous and the country too large to permit an inquiry which should be comprehensive either industrially or geographically. After a preliminary survey, in the course of which a large number of industries were tentatively considered, a selection was made of 23 which seemed of special importance either because of the number of women or children or both which they employed, or as showing special aspects of the employment of one or both of these two classes. As finally decided upon, the list of industries stood as follows:

Canning and preserving, fruits and vegetables.
Canning and preserving, oysters.
Cans and boxes, tin.
Cigar boxes.
Cigarettes.
Cigars.
Clocks and watches.
Confectionery.
Core making.
Corsets.
Crackers and biscuits.
Hardware and metal specialties.
Hosiery and knit goods.
Jewelry.
Needles and pins.
Nuts, bolts, and screws.
Paper boxes.
Pottery.
Rubber and elastic goods.
Shirts, overalls, and underwear.
Stamped and enameled ware.
Tobacco (smoking and chewing) and snuff.
Woolen and worsted goods.

Geographically the inquiry was limited to 17 States: Maine, Massachusetts, Rhode Island, Connecticut, New York, New Jersey, Pennsylvania, Ohio, Illinois, Indiana, Michigan, Wisconsin, Maryland, North Carolina, Georgia, Florida, and Louisiana. This group was selected as including the chief manufacturing States, and as presenting a wide range of conditions, both legal and industrial, affecting the work of women and children. No complete study of any industry or of any State was made, but each industry was studied in as many different States as possible.

The inquiry was carried on along two main lines, two forms of schedules, the individual slip and the establishment card, being used in securing the data from each establishment visited. The individual slip was used to obtain personal information about the individual employees. It contained questions as to the exact work done, sex, age, conjugal condition, and race, and also as to the number of hours worked, the money earned during an actual week taken as generally representative of normal conditions, usually that immediately preceding the visit of the agent, and the rate, whether by piece or time, according to which payment was made. One such slip was to be filled out for each employee. Upon the information thus obtained the present volume is based.

The establishment card contained a long series of inquiries as to the regular schedule of hours, overtime, safeguards against accidents from elevators and machinery, conditions of ventilation and sanitation, provisions for the comfort of employees, and so on. As the material thus obtained is to be fully discussed in Volume XIX incidental reference only is made to it in this report.

The field work of the investigation was carried on from December, 1908, to April, 1909, and all the facts of this report relate to that period.

For each industry investigated a text table is given showing the number of establishments visited and the normal number of adults and children, by sex, employed in each. On these figures are based all statements concerning the total number of employees, their sex distribution, and the relative importance of children in a given industry. Statements concerning the age, race, conjugal condition, and earnings of employees are based on the general tables given in Chapter II, which in each case deal only with the number for whom that specific detail was learned.

INDUSTRIES AND EMPLOYEES.

The industries studied, the normal number of employees in each establishment concerning which information was gained, the distribution of the employees by sex and age grouping, and the number of establishments in which they were found are shown in the following table:

NORMAL NUMBER AND PER CENT OF EMPLOYEES OF EACH SEX UNDER 16 YEARS OF AGE AND 16 YEARS OF AGE AND OVER IN ESTABLISHMENTS FURNISHING DATA, BY INDUSTRY.

Industry.	Establishments.	Normal number of employees.						Per cent of total employees.				
		16 years and over.		Under 16 years.			Total employees.	16 years and over.		Under 16 years.		
		Male.	Female.	Male.	Female.	Total children.		Male.	Female.	Male.	Female.	Total children.
Canning and preserving, fruits and vegetables	4	377	639	2	45	47	1,063	35.5	60.1	.2	4.2	4.4
Canning and preserving, oysters	4	229	192	27	37	64	485	47.2	39.6	5.6	7.6	13.2
Cans and boxes, tin	8	1,151	390	95	35	130	1,671	68.9	23.3	5.7	2.1	7.8
Cigar boxes	14	418	472	45	47	92	982	42.6	48.1	4.6	4.8	9.4
Cigarettes	6	523	1,360	26	76	102	1,985	26.3	68.5	1.3	3.8	5.1
Cigars	58	5,062	9,698	129	893	1,022	15,782	32.1	61.4	.8	5.7	6.5
Clocks and watches	5	2,141	980	88	30	118	3,239	66.1	30.3	2.7	.9	3.6
Confectionery	47	2,211	3,069	118	571	689	5,969	37.0	51.4	2.0	9.6	11.6
Core making	7	4,108	387	3	.....	3	4,498	91.3	8.6	.1	.....	.1
Corsets	9	760	3,828	13	256	269	4,857	15.6	78.8	.3	5.3	5.6
Crackers and biscuits	32	1,668	1,933	60	237	297	3,898	42.8	49.6	1.5	6.1	7.6
Hardware, etc	7	3,114	1,127	70	65	135	4,376	71.2	25.8	1.6	1.5	3.1
Hosiery and knit goods	65	4,041	11,248	435	1,227	1,662	16,951	23.8	66.4	2.6	7.2	9.8
Jewelry	5	385	224	10	18	28	637	60.4	35.2	1.6	2.8	4.4
Needles and pins	3	794	572	28	65	93	1,459	54.4	39.2	1.9	4.5	6.4
Nuts, bolts, and screws	6	1,904	582	48	82	130	2,616	72.8	22.3	1.8	3.1	4.9
Paper boxes	56	1,178	3,564	53	592	645	5,387	21.9	66.1	1.0	11.0	12.0
Pottery	11	1,678	602	55	42	97	2,377	70.6	25.3	2.3	1.8	4.1
Rubber and elastic goods	3	580	274	6	9	15	869	66.7	31.5	.7	1.0	1.7
Shirts, overalls, etc	8	582	3,217	58	334	392	4,191	13.9	76.8	1.4	8.0	9.4
Stamped and enameled ware	16	4,660	[1] 1,454	132	85	217	[1] 6,331	73.6	23.0	2.1	1.3	3.4
Tobacco and snuff	22	4,442	4,744	477	312	789	9,975	44.5	47.6	4.8	3.1	7.9
Woolen and worsted goods	46	6,419	5,373	391	541	932	12,724	50.4	42.2	3.1	4.3	7.4
Total	442	48,425	[1] 55,929	2,369	5,599	7,968	[1] 112,322	43.1	49.8	2.1	5.0	7.1

[1] Not including 128 female employees in one establishment for which males were not reported.

It will be seen that the numbers studied in the different industries varied widely, but that in general they were large. In only 4 did the number fall below 1,000. Of the other 19 industries 15 had over 2,000 employees, 7 had over 5,000, and 3 had over 12,000. The percentage which women and girls form of the workers in each industry ranges from 8.6 per cent in core making to 84.7 in the making of shirts, overalls, etc. Core making was included in spite of its small proportion of female workers because it presented a conspicuous example of women engaged in a kind of work usually reserved for men. Except in this one instance the proportion of female workers never fell below one-fifth of the working force, while in 11 cases it rose to one-half or over. Of the total group of 112,450 workers, females formed 54.9 per cent.

If core making, in which children were practically not employed, be omitted from consideration, far less variation is found in the proportion of children than in the proportion of women employed. There were only 3 industries—oyster canning, candy making, and paper-box making, in which those under 16 formed as much as or

more than 10 per cent of the workers, while in 16 industries they formed less than one-twelfth. They were least numerous, both absolutely and relatively, among the makers of rubber goods (core making still being omitted as a nonchild-employing industry), where they formed only 1.7 per cent of the total, and relatively most numerous among the oyster canners, of whom they formed 13.2 per cent. Girls were over twice as numerously employed as boys, forming 5 per cent of the total, against 2.1 per cent which the boys formed.

As the present investigation was not complete it can not be assumed that the sex distribution shown in this table is that prevailing throughout each industry as a whole. All that can be said is that these were the proportions found in the establishments visited. Nevertheless, when the number studied in a given industry amounts to 5,000 or more, it is not unreasonable to conclude that the sex distribution thus found at least approaches that of the industry as a whole. Seven of the industries studied fulfill this condition, and the relative importance of female workers in these suggests a curious change in the kind of employment which falls to women as their work shifts from the house to the factory. These industries, the number of their employees, and the proportion of female workers were as follows:

TOTAL EMPLOYEES IN INDUSTRIES IN WHICH THE NUMBER STUDIED EXCEEDED 5,000, AND PER CENT OF FEMALE EMPLOYEES IN EACH INDUSTRY.

Industry.	Number of employees.	Per cent of female employees.
Cigars	15,782	67.1
Confectionery	5,969	61.0
Hosiery and knit goods	16,951	73.6
Paper boxes	5,387	77.1
Stamped and enameled ware	[1] 6,331	24.3
Tobacco and snuff	9,975	50.7
Woolen and worsted goods	12,724	46.5

[1] Not including 128 female employees in one establishment for which males were not reported.

The preparation of foodstuffs, spinning, weaving, and garment making have been regarded as woman's special work from time immemorial, so that the second, third, and seventh of the above industries may be looked upon as peculiarly their field. But they are relatively most numerous in the making of paper boxes, an industry which has no relation of any kind to their traditional activities. They are relatively more numerous in the manufacture of cigars than in the making of candy, and play a more important part in preparing tobacco and snuff than in manufacturing woolen and worsted goods. The figures do not justify definite conclusions, but there is at least a suggestion that women's work is being taken not only out of their homes, but out of their hands, and that under the modern factory system the idea of what are characteristically women's employments is undergoing a profound modification.

AGE OF FEMALE WORKERS, BY INDUSTRIES.

The following table shows for each industry the number and proportion of females employed and the proportion of these in several age groups:

PER CENT OF TOTAL FEMALE EMPLOYEES IN SPECIFIED AGE GROUPS, BY INDUSTRY.

Industry.	Total number of employees.	Total number of female employees.	Per cent of female employees.	Per cent of female employees reporting age.				
				Under 16.	16 and 17.	18 and 19.	20 to 24.	25 and over.
Canning and preserving, fruits and vegetables	1,063	684	64.3	6.6	27.0	17.6	24.8	24.0
Canning and preserving, oysters	485	229	47.2	13.7	8.7	14.1	14.1	49.4
Cans and boxes, tin	1,671	425	25.4	9.5	18.4	23.7	33.2	15.1
Cigar boxes	982	519	52.9	9.4	21.5	14.4	30.7	24.0
Cigarettes	1,985	1,436	72.3	5.0	19.6	21.8	27.6	26.0
Cigars	15,782	10,591	67.1	9.6	21.7	22.5	25.9	20.2
Clocks and watches	3,239	1,010	31.2	2.2	13.7	19.6	33.3	31.1
Confectionery	5,969	3,640	61.0	15.8	28.5	19.4	21.2	15.1
Core making	4,498	387	8.6	.....	17.2	35.7	37.0	10.1
Corsets	4,857	4,084	84.1	8.3	16.3	16.2	23.6	35.7
Crackers and biscuits	3,898	2,170	55.7	11.2	26.8	23.2	24.6	14.2
Hardware, etc	4,376	1,192	27.3	6.3	18.5	25.7	27.5	22.0
Hosiery and knit goods	16,951	12,475	73.6	10.5	19.0	18.1	28.1	24.3
Jewelry	637	242	38.0	9.8	19.7	16.4	29.0	25.1
Needles and pins	1,459	637	43.7	10.1	21.2	18.3	30.0	20.5
Nuts, bolts, and screws	2,616	664	25.4	12.4	19.5	27.0	26.9	14.2
Paper boxes	5,387	4,156	77.1	14.8	25.7	17.9	21.9	19.7
Pottery	2,377	644	27.1	6.2	15.2	16.4	23.4	38.8
Rubber and elastic goods	869	283	32.5	3.6	12.6	14.4	29.9	39.5
Shirts, overalls, and underwear	4,191	3,551	84.8	10.2	18.7	17.5	29.6	24.1
Stamped and enameled ware	[1] 6,331	[1] 1,539	24.3	5.8	25.5	26.8	28.5	13.4
Tobacco and snuff	9,975	5,056	50.7	5.6	12.2	20.4	26.1	35.7
Woolen and worsted goods	12,724	5,914	46.5	8.9	18.5	22.2	22.1	28.3
Total	[1] 112,322	[1] 61,528	54.9	9.1	20.6	20.2	25.8	24.3

[1] Not including 128 female employees in one establishment for which males were not reported.

The most striking feature of this table is the low age level prevailing almost without exception throughout these industries. Only five of them show as many as one-third of their workers in the group aged 25 years and over, and only one shows as many as two-fifths here. This industry, oyster canning, is peculiar in that it shows relatively large proportions in both the youngest and the oldest groups, the intermediate groups showing a smaller proportion than any other industry studied. This may be due to the fact that the work done by women in it is so simple that the young and the old alike can do it, and so unpleasant that those whose age and family circumstances permit them to work at something else are not likely to undertake it.

On the whole confectionery seems to show a lower age level than any other industry studied. It has the largest proportion under 16, the largest proportion aged 16 and 17, and the smallest proportion aged 20 and over. The manufacture of crackers and biscuits comes next, followed by the manufacture of paper boxes. No satisfactory comparison between the industries can be made, however, as the location of the particular factories visited affected the age distribu-

tion of the employees materially. Thus, the manufacture of hardware and metal specialties was studied only in one State in which it was illegal for children to begin work under 14, while oyster canning was studied in States having a lower standard and permitting an evasion even of that.

The age distribution of these workers has some bearing upon the question of how long women are apt to stay in the industrial field, and the age at which the majority leave. In some of the industries studied girls as young as 8 years old were found, while in more than half of them women of 65 or over were found. Roughly, then, the ages of this group of female workers ranged from a minimum of 8 to a maximum of 70 years. But only 3.9 per cent (2,160) of the whole group were under 15, so it is evident that relatively only a small number enter industrial pursuits before they are at least 15 years old. At 15 the number, made up partly of those who entering earlier remained at work and partly of those who began at this age, was 3,158, or more than were found in the whole age group below 15. A considerable proportion, therefore, of these 15-year-old employees must have begun work at this age.

The real rush into industrial employment, however, seems to begin at 16, at which age nearly one-tenth of the whole group were found. For two years more the number coming in exceeds those going out, the number in any one-year age group reaching its maximum at 18, where 6,224 were found. At 19 the number has fallen off by more than 1,200, and thenceforth the decrease is rapid. The following table shows the number and proportion of the female workers at specified ages:

NUMBER AND PER CENT OF FEMALE WORKERS OF EACH SPECIFIED AGE.

Age group.	Number.	Per cent.
Under 15	2,160	3.9
15 years	3,158	5.7
16 years	5,370	9.7
17 years	5,741	10.4
18 years	6,224	11.3
19 years	4,933	8.9
20 years	4,409	8.0
21 years	3,176	5.7
22 years	2,701	4.9
23 years	2,164	3.9
24 years	1,828	3.3
25 to 29 years	5,553	10.0
30 years and over	7,911	14.3
Total	55,328	100.0

So far as this group of workers can be taken as typical, it appears that about 1 in 10 begins her industrial life before she is 16, about 1 in 4 continues it after she is 25, and approximately 1 in 7 keeps on after 30. For the great majority the period of industrial life falls between 15 and 25 years of age.

The above figures can not be taken as applying to all women in industry. This group was made up for the most part of unskilled workers in occupations which gave them little chance of advancement and which were not in themselves sufficiently attractive and interesting to hold women longer than financial stress rendered their employment necessary. Moreover, even for these industries the investigation was not exhaustive, and since the purpose was to study the employment of women and children it is quite possible that the industries selected show a lower age level than that prevailing in the industrial world as a whole. And even in this group, while the great majority are young, it must not be forgotten that one-seventh of the whole number have reached or passed 30 years of age.

The proportion of women aged 30 or over in the various industries differs widely. Four industries—hardware and metal specialties, jewelry, needles and pins, and rubber goods—were studied in only one State, so that local circumstances may have determined the age grouping. Omitting these four, the number and proportion of women aged 30 years or more in each industry were as follows:

NUMBER AND PER CENT OF FEMALE WORKERS 30 YEARS OF AGE AND OVER IN EACH SPECIFIED INDUSTRY.

Industry.	Number.	Per cent.
Canning and preserving, fruits and vegetables	99	14.54
Canning and preserving, oysters	101	41.91
Cans and boxes, tin	36	10.06
Cigar boxes	67	13.45
Cigarettes	213	14.95
Cigars	1,033	11.64
Clocks and watches	135	15.84
Confectionery	282	7.97
Core making	10	2.64
Corsets	959	24.60
Crackers and biscuits	144	6.89
Hosiery and knit goods	1,367	13.14
Nuts, bolts, and screws	45	6.86
Paper boxes	383	10.21
Pottery	165	25.70
Shirts, overalls, and underwear	412	12.28
Stamped and enameled ware	95	6.40
Tobacco (smoking and chewing) and snuff	1,076	23.53
Woolen and worsted goods	983	17.99

Clearly the proportion of older workers in an industry is not necessarily an indication of the skilled character of its work. Apparently women who have acquired a skilled occupation may remain in the industry in which they can practice it until after 30, or women over 30 who find wage earning necessary may enter an industry in which they find work so unskilled and simple that their lack of industrial training and even their loss of the speed of the more youthful workers do not debar them. The five industries showing the largest proportion of these older workers illustrate this difference. Oyster canning, pottery making, and the manufacture of smoking and chewing

tobacco and snuff [1] all showed women of 30 years and over engaged in unskilled labor of a particularly rough, dirty, and unattractive kind. There is some reason for thinking that younger workers, who are usually a little freer to choose what they will do, would not take this at all generally, thus leaving the field open for the older workers who must take what they can get. Corset making and the manufacture of woolen and worsted goods, on the other hand, present entirely different conditions. Neither has the unpleasant features of the work done by women in the first three industries. In the woolen and worsted manufacture a large number of the women employees have a skilled trade, which they are naturally reluctant to leave. In corset making none of the work done by women is skilled, but it is work which is in line with the traditional feminine occupations and which a woman of any degree of neatness and deftness could enter without preliminary training.

The other industries show a similar lack of uniformity. In the manufacture of clocks and watches women perform operations requiring judgment and accuracy, and it is difficult not to suspect a connection between this fact and the relatively high proportion of women 30 years of age and over in the industry. But in canning fruit and vegetables and in making cigarettes, women have no skilled occupations, yet these industries show almost as large a proportion as clock and watch makers of women aged 30 years and over. Apparently older women may be found numerously in an industry because its occupations require skill and training, or because they require neither, and only a study of the individual industry will show which reason is operative in a given case.

The age of greatest massing in the separate industries varied from 16 to 19, but for the greater number was at 18. In the manufacture of paper boxes, cigar boxes, and jewelry more of the female workers were found at 16 than at any other age; in making cigarettes, canning fruits and vegetables, and making confectionery and crackers and biscuits 17 was the age of greatest massing; the manufacture of needles and pins showed exactly equal numbers at 17 and 19; core makers showed their greatest number at 19; and in the remaining industries 18 was the age of maximum numbers.

EARNINGS, BY INDUSTRIES.

The variation in the age level of the industries is so great that earnings can not fairly be compared without some allowance for this factor. The inclusion of a large number of children under 16, as in the manufacture of confectionery and of paper boxes, obscures the facts as to

[1] All three of these industries showed an unusually large proportion of married women among their workers.

the earnings of the grown women found in the industry. Moreover, the significant point in regard to the earnings made in an industry is what proportion of those who might reasonably expect to be self-supporting are really so. By excluding all workers under 18, a much fairer idea is given of what an industry really offers to women in the way of earnings. The following table shows for each industry the proportion, by sex, of employees aged 18 years and over in each of several earnings groups:

PER CENT OF EMPLOYEES 18 YEARS OF AGE AND OVER OF EACH SEX EARNING LESS THAN SPECIFIED AMOUNTS IN A REPRESENTATIVE WEEK, BY INDUSTRY.

Industry.	Males.					Females.				
	Number 18 years of age and over.	Per cent 18 years of age and over earning—				Number 18 years of age and over.	Per cent 18 years of age and over earning—			
		Under $4.	Under $6.	Under $8.	Under $10.		Under $4.	Under $6.	Under $8.	Under $10.
Canning and preserving, fruits and vegetables	355	1.4	2.0	8.2	44.8	449	5.8	59.2	93.5	98.9
Canning and preserving, oysters	152	37.5	51.3	64.5	83.6	155	56.1	99.4	100.0	100.0
Cans and boxes, tin	742	7.3	18.1	33.2	54.0	225	18.7	50.2	79.5	95.6
Cigar boxes	292	2.4	10.3	19.5	38.4	335	21.5	61.8	84.5	96.1
Cigarettes	460	1.7	8.7	28.3	45.0	1,071	9.6	33.1	75.4	92.9
Cigars	4,465	2.3	5.4	11.3	21.4	5,994	12.7	39.3	71.3	87.6
Clocks and watches	1,718	1.1	4.4	13.8	23.7	696	7.0	33.5	72.3	94.5
Confectionery	1,460	4.0	15.7	33.1	50.4	1,948	16.2	55.6	81.3	92.0
Core making	56	.....	5.4	26.8	53.6	307	2.0	22.1	61.9	83.1
Corsets	451	.....	1.3	5.1	18.6	2,789	10.0	29.7	58.9	85.3
Crackers and biscuits	1,237	1.1	3.6	15.0	34.0	1,273	12.7	54.0	82.0	96.3
Hardware, etc	2,846	1.7	5.2	18.4	43.2	803	12.0	57.9	88.2	98.8
Hosiery and knit goods	2,218	1.8	7.1	22.7	46.8	7,251	7.7	31.7	64.0	84.6
Jewelry	206	1.9	9.2	21.4	34.5	129	8.5	31.8	67.4	86.0
Needles and pins	722	1.0	2.9	11.4	23.0	427	4.4	27.2	61.6	97.2
Nuts, bolts, and screws	259	4.2	10.8	28.6	68.3	433	17.3	61.7	92.1	99.5
Paper boxes	809	1.5	6.1	19.2	37.0	2,213	10.0	40.1	74.5	92.4
Pottery	1,465	2.1	7.8	18.3	30.2	503	16.5	45.5	65.8	83.1
Rubber and elastic goods	542	1.7	3.7	9.0	36.5	233	5.2	28.8	56.7	80.3
Shirts, overalls, and underwear	502	3.6	17.1	37.3	59.8	2,371	14.2	55.5	89.9	98.3
Stamped and enameled ware	2,587	4.9	10.7	24.9	48.7	992	13.2	45.0	72.7	87.0
Tobacco and snuff	2,597	10.2	29.3	55.1	80.2	3,670	31.1	55.6	79.7	90.4
Woolen and worsted goods	5,147	2.3	7.5	25.6	50.7	3,915	6.0	29.7	68.9	87.7
Total	31,288	3.2	9.5	23.3	43.5	38,182	12.6	41.1	72.7	89.5

Comparisons between the sexes are easy but of little value, since the work they do is apt to vary so widely. The striking feature of the table is the low level of earnings shown among the women. Of the 38,182 women, all 18 years and over, for whom the facts as to age and earnings were gained, one-eighth earned under $4, and two-fifths under $6 during the week studied.[1] Practically only one-tenth reached or passed $10.

The different industries show considerable variations, but in general the level of earnings was low. In 10 of the 23 studied less than half the women aged 18 years and over earned as much as $6, and in

[1] These figures represent the actual earnings for the week preceding that in which the inquiry was made. They were given by each worker on her individual slip and verified from the pay rolls of the establishment.

11 more than three-fourths earned less than $8. In only nine industries did as many as one-tenth reach or pass $10. The worst showing was made by oyster canning, in which 99.4 per cent earned under $6 and not one in the whole group earned as much as $8. Very few employees in this industry were studied, however, so that these figures are nor so significant as those of some other industries. In confectionery, for instance, of nearly 2,000 women aged 18 years and over practically one-sixth earned under $4, more than half earned under $6, and only 8 per cent reached or passed $10. The manufacture of crackers and biscuits shows nearly the same level, with a smaller proportion in each extreme. The manufacture of tobacco and snuff shows nearly one-third earning under $4, but has practically 10 per cent in the group earning $10 or over. The core makers show smaller proportions earning under $4 and under $6 than are shown in any other industry, while their proportion in the group earning $10 and over is surpassed only by the rubber workers.

It is difficult to connect the skill required in an industry except in a very general and indefinite fashion with the earnings received. The manufacture of cigarettes and the manufacture of crackers and biscuits both employ women in occupations demanding speed but little skill, and the number aged 18 years and over studied in each industry was not very dissimilar, but in the one case about one-third, and in the other something over one-half earned under $6. In the manufacture of clocks and watches women are employed in a number of delicate operations requiring judgment and accuracy, while in the manufacture of stamped and enameled ware but one of their occupations (dipping) requires any skill, and that of a much rougher and less exacting kind, yet one in every eight of the women engaged in the latter industry reached or passed $10 a week as against 1 in 20 of the watch and clock makers. Apparently the wages of women in factory industries are very largely unstandardized. In general they are low, but the degree of their lowness seems not to vary so much with the character of the work done as with the custom of a given industry, or, more accurately, of a given employer, for earnings within a given industry varied widely from one establishment to another.

RELATION OF AGE TO EARNINGS, BY INDUSTRIES.

The effect of age upon earnings is a matter of considerable importance, upon which the investigation throws some light. There are two standards by which this might be tested. At what age is there the best chance of obtaining the maximum earnings of an industry, and at what age do the largest proportion earn fair or good wages? Among the male workers in general these two tests would coincide;

the age group in which the highest paid workers were found would also be the group in which the smallest proportion earned low and the largest proportion earned good wages, but among the female workers a number of irregularities appear. Reference to the detailed figures in Chapter II[1] shows that up to the age of 20 there is in each industry a gradual but in the main steady increase in the earning power of the girls and women studied, each age group showing a smaller proportion receiving low wages and a larger proportion in the higher earnings groups than its predecessor. But among those aged 21 to 24, and those aged 25 or over this orderly sequence is frequently interrupted, the precise nature of the irregularity varying according to the industry.

In two industries the women aged 25 or over are at an unmistakable disadvantage as compared with those aged 21 to 24. In oyster canning not one woman of the older group earned as much as $6 a week, while 5 per cent of the younger group reached or passed this sum; and in the manufacture of needles and pins the older women show a larger proportion in each of the lower earnings groups and a smaller proportion in the group earning $10 or more than is the case with the women aged 21 to 24.

In the manufacture of tin cans and boxes, clocks and watches, confectionery, crackers, hardware, paper boxes, rubber goods, shirts, and stamped and enameled ware the two groups preserve what might be called a normal relation, the younger showing the larger proportion receiving the smaller earnings and the smaller proportion receiving $10 or over. In the 12 remaining industries the older women invariably show a larger proportion earning less than $4 a week, frequently a larger proportion earning less than $6 or $8, and always a larger proportion earning $10 or over than is the case in the younger group. In other words, the older group shows relatively more of its members among the very low paid and the well paid, while the younger group shows relatively more of its members in the groups of medium earnings.

It is difficult to find any explanation for these variations. The natural presumption is that the older group might contain a number of workers so old as to have lost speed and efficiency, which would account for the large number making small earnings. But the data obtained do not justify this explanation. The exact age at which a woman becomes an industrial derelict, worth less than $4 a week, would be difficult to fix, but most people would admit that in such work as most of these industries offer to women anyone who had reached or passed 45 might be expected to fall within the group of small earnings, and in any industry where those aged 25 or over

[1] See Table VII, p. 448.

showed a considerable proportion earning less than $4 a week a considerable number of these women might be looked for. But in the manufacture of smoking and chewing tobacco and snuff, in which 33.54 per cent of the women aged 25 or over earn less than $4 a week only 13.9 per cent of these women are 45 or over, while in the manufacture of cigarettes, in which only 12.70 per cent of the women 25 or over earn under $4 a week, 12.2 per cent of their number are 45 or over. The manufacture of corsets and of shirts and underwear are two industries demanding about the same degree of skill from their female workers, and in each about one-tenth of those aged 25 or over earned under $4 a week (corset workers 10.27 per cent, shirt makers 10.83 per cent). Yet among the corset makers 19.8 per cent of this group had reached or passed 45, while among the shirt workers only 7.5 per cent were 45 or over. Evidently the presence of workers too old to be of much value does not afford a sufficient explanation of these variations.

The greater proportion of those earning $10 or over a week found in this group is what would be expected. Naturally the skilled workers who are most likely to make such earnings require some time to gain skill so that they are not found in the youngest groups, and having gained it, the fact that they can make such wages tends to keep them in the industry. Also, the forewoman and others in supervisory positions would generally be found in this age group.

Summing up the whole situation, it may be said that with the exception of oyster canning and the manufacture of needles and pins the largest proportion earning $10 or more a week was always found in the group aged 25 or over, but that in seven industries the proportion earning as much as $8 a week or over was larger in the group aged 21 to 24, and in 13 industries those aged 25 and over showed a larger per cent earning under $4 a week than was found in the younger group. Up to the age of 24 increasing years bring on the whole an increase of earning power. Above that age they seem to have a double effect, diminishing the number of moderate earners and increasing the proportion at both extremes of the wage scale.

CONJUGAL CONDITION AND INDUSTRY.

The age distribution of female workers in the various industries and the proportion of those in each age group who were married but not widowed are shown in the following table:

PER CENT OF TOTAL FEMALE EMPLOYEES IN SPECIFIED AGE GROUPS, AND PER CENT IN SPECIFIED AGE GROUPS WHO ARE MARRIED, BY INDUSTRY.

Industry.	Total number of female employees.	Per cent of female employees.			Per cent of female employees of specified age who are married.			
		16 years of age and over.	18 years of age and over.	20 years of age and over.	16 years of age and over.	18 years of age and over.	20 years of age and over.	Total female employees.
Canning and preserving, fruit and vegetables	684	93.4	75.8	48.8	17.3	24.3	32.2	16.2
Canning and preserving, oysters	229	86.3	72.2	63.5	45.7	50.7	61.4	39.4
Cans and boxes, tin	425	90.5	66.8	48.4	9.6	12.0	17.3	8.7
Cigar boxes	519	90.6	76.2	54.7	8.2	10.2	11.5	7.4
Cigarettes	1,436	95.0	73.2	53.6	8.3	10.2	12.3	7.9
Cigars	10,591	90.4	67.9	46.2	17.1	22.2	30.3	15.5
Clocks and watches	1,010	97.8	78.2	64.5	6.7	7.8	9.5	6.6
Confectionery	3,640	84.2	64.8	36.3	8.1	12.1	17.0	6.8
Core making	387	100.0	64.3	47.1	7.7	9.0	11.9	7.7
Corsets	4,084	91.7	75.5	59.2	16.9	20.4	24.6	15.5
Crackers and biscuits	2,170	88.8	65.6	38.8	4.1	5.9	9.0	3.7
Hardware, etc	1,192	93.7	68.0	49.5	17.6	21.6	27.8	16.5
Hosiery and knit goods	12,475	89.5	71.4	52.4	10.4	13.1	16.5	9.3
Jewelry	242	90.2	73.8	54.1	5.5	7.0	8.9	4.9
Needles and pins	637	89.9	71.6	50.4	13.2	16.6	21.6	11.9
Nuts, bolts, and screws	664	89.6	60.6	41.1	14.4	18.1	28.9	12.7
Paper boxes	4,156	85.2	67.3	41.6	5.9	8.4	11.1	5.0
Pottery	644	93.8	77.4	62.2	21.1	25.0	30.6	19.8
Rubber and elastic goods	283	96.4	82.0	69.4	16.8	18.9	22.8	16.2
Shirts, overalls, etc	3,551	89.8	72.3	53.6	6.5	8.1	10.1	5.8
Stamped and enameled ware	1,667	94.2	67.4	41.9	7.4	9.9	14.8	7.0
Tobacco and snuff	5,056	94.4	74.0	61.8	22.2	25.4	31.7	21.0
Woolen and worsted goods	5,914	91.1	68.9	50.4	24.1	30.0	39.8	21.9
Total	61,656	90.9	70.3	50.1	13.7	17.5	22.6	12.4

Evidently the lower the age level in a given industry the fewer married women are likely to be found in it. Hence, it is fairer to make the comparison between workers in the same age group than between the whole body of workers in each industry. Probably the situation is best shown in the group aged 20 or over, since these have all reached an age at which marriage is customary. It will be noticed that over one-fifth of the workers in this group were married, not widowed; in other words, they had husbands on whom theoretically the duty of supporting the family devolved. The kind of work done by women in the industries studied, and the low level of their earnings, make it decidedly improbable that this large proportion of married women had taken up work outside their homes for the sake of variety or pin money. The implication seems rather plain that a family wage was required for the family support, or at least that the earnings of the husband were insufficient for that purpose. As there were nearly 7,000 women in this group, the situation can hardly be regarded as a casual or accidental one.

The proportion of married women in this age group varies widely from one industry to another. The highest proportion, 61.4 per cent, was found in oyster canning, in which on the whole conditions were more unpleasant and the wage level lower than in any other industry studied. In this case it is known that their presence was partly due to the system of hiring family groups, a system which by enabling a married woman to bring her children in to work with her solves, from one point of view, the question of what to do with the children if the mother goes to work. In two industries showing a high percentage

of married women in this age group, cigar making with 30.3 per cent, and the manufacture of woolen and worsted goods with 39.8 per cent, it seems possible that these high proportions are at least partly due to the fact that in each women have skilled occupations which tend to hold them in the industry. Elsewhere no such connection is even suggested. In the three other industries in which 30 per cent or more of the women in this age group are married, canning fruits and vegetables, pottery making, and preparing smoking and chewing tobacco and snuff, the occupations followed by women demand sometimes strength and sometimes speed, but rarely require either skill or intelligence.

In most cases it is not possible from the data at hand to decide why one industry shows a high and another a low percentage of married women. The table given shows what were the proportions found, but does not explain them. Its two really significant features are that more than one-fifth of the women aged 20 years and over, and practically one-eighth of the whole group without regard to age, are married women with husbands living.

It is worth while in this connection to notice the proportion of married women found among the workers in the four industries which received special and detailed investigation. Considering only the female workers who were 20 years of age and over, the number studied in each industry and the proportion married were as follows:

PER CENT OF FEMALE WORKERS 20 YEARS OF AGE AND OVER IN EACH SPECIFIED INDUSTRY WHO WERE MARRIED.

Industry.	Female workers 20 years of age and over.	
	Number.	Per cent married.
Cotton textile industry:[1]		
New England group	10,237	38.4
Southern group	7,285	40.7
Men's ready-made clothing [2]	6,513	28.6
Glass industry [3]	1,166	12.6
Silk industry [4]	5,838	16.0

[1] See Vol. I of this report, p. 637.
[2] See Vol. II of this report, p. 542.
[3] See Vol. III of this report, p. 651.
[4] See Vol. IV of this report, p. 348.

The five groups of employees show considerable variation in this respect, but it is worthy of note that the three largest groups show a higher percentage of married workers than prevails among those 20 years of age or over in the combined industries studied in this investigation. The two which show smaller percentages have, respectively, one-eighth and very nearly one-sixth married—proportions sufficiently large, when taken in connection with the three other groups to show that there is nothing abnormal about the figures gathered for the present study. It is evident that the married woman who is neither widowed, deserted, nor divorced is a considerable factor in the industrial world.

RACE AND AGE.

The total number of female workers reporting definitely as to age and the number and proportion of these in several age groups are shown by race in the following table:

NUMBER AND PER CENT OF FEMALE WORKERS OF EACH SPECIFIED RACE WHO WERE UNDER 18 YEARS OF AGE, 18 YEARS OF AGE AND OVER, 20 YEARS OF AGE AND OVER, AND 25 YEARS OF AGE AND OVER.

Race.	Total female employees.	Number of female employees—				Per cent of total female employees—			
		Under 18 years of age.	18 years of age and over.	20 years of age and over.	25 years of age and over.	Under 18 years of age.	18 years of age and over.	20 years of age and over.	25 years of age and over.
American, colored	1,186	225	961	821	559	19.0	81.0	69.2	47.1
American, white	17,913	5,630	12,283	8,718	4,006	31.4	68.6	48.7	22.4
Austrian	431	79	352	207	61	18.3	81.7	48.0	14.2
Bohemian	1,170	326	844	636	378	27.9	72.1	54.4	32.3
Canadian	309	76	233	178	89	24.6	75.4	57.6	28.8
Canadian, English	287	49	238	164	72	17.1	82.9	57.1	25.1
Canadian, French	669	178	491	383	183	26.6	73.4	57.2	27.4
Cuban	237	43	194	156	112	18.1	81.9	65.8	47.3
English	1,638	336	1,302	1,057	662	20.5	79.5	64.6	40.4
French	435	95	340	271	149	21.8	78.2	62.3	34.3
German	9,523	3,020	6,503	4,616	2,057	31.7	68.3	48.5	21.6
Hebrew, Austrian	285	90	195	102	17	31.6	68.4	35.8	6.0
Hebrew, Russian	1,233	400	833	455	74	32.4	67.6	36.9	6.0
Hebrew, other	257	89	168	99	18	34.6	65.4	38.5	7.0
Hungarian	1,329	271	1,058	727	393	20.4	79.6	54.7	29.6
Irish	5,760	993	4,767	3,993	2,576	17.2	82.8	69.3	44.7
Italian	3,212	1,345	1,867	1,251	598	41.9	58.1	38.9	18.6
Polish	1,964	759	1,205	643	210	38.6	61.4	32.7	10.7
Polish, Austrian	1,421	279	1,142	738	254	19.6	80.4	51.9	17.9
Polish, German	1,809	965	844	451	110	53.3	46.7	24.9	6.1
Polish, Russian	818	249	569	351	118	30.4	69.6	42.9	14.4
Portuguese	150	52	98	71	38	34.7	65.3	47.3	25.3
Russian	595	161	434	246	81	27.1	72.9	41.3	13.6
Scandinavian	759	199	560	406	157	26.2	73.8	53.5	20.7
Scotch	389	78	311	258	132	20.1	79.9	66.3	33.9
Spanish	117	28	89	76	49	23.9	76.1	65.0	41.9
Other Slavs	599	183	416	226	128	30.6	69.4	37.7	21.4
All others	729	200	529	375	164	27.4	72.6	51.4	22.5
Total	55,224	16,398	38,826	27,675	13,445	29.7	70.3	50.1	24.3

Marked racial differences appear in this table, especially in the proportions in the youngest and the oldest groups. A priori it might be assumed that as the proportion of adults among the newer immigrants is greater than among the native born and the older immigrant races, the newer races would show a correspondingly larger proportion of their workers in the older groups. With a few exceptions the exact reverse of this situation prevails. The Cuban women show the largest proportion found in the group aged 25 and over, 47.3 per cent, but they are a very small group massed in one industry in which they had acquired a skilled trade. Next to them the colored women, all native born, show the largest percentage in this group, and next to them come the Irish, an immigrant race of long standing. The Germans, who are also old-comers, show rather a low proportion of older workers, but the English and Scotch both have high percentages. On the other hand, the Polish women, the Italians, the Russians, the Austrians, and most of all the Hebrews show small proportions in

this age group. The Bohemians and the Spanish showed high proportions in the older group, but in both cases they were found chiefly among the cigar makers and were skilled workers.

The white Americans and the Germans are the only races long established in the United States who show a larger proportion under 18 than prevails in the total group of females reporting as to age, while the Scotch, the English, and especially the Irish, fall far below this average. The newer immigrant races for the most part show large percentages in this age group, the German Polish wor ers showing the highest per cent found, 53.3 per cent. The Italians also have an exceptional percentage, 41.9 per cent.

Considered as a whole, the German Polish women and the Hebrews show much the lowest age level found, while of the race groups large enough for the figures concerning them to be really significant the colored Americans and the Irish have the highest age level. The figures for these two races show a close correspondence in their age distribution.

Considering the whole group of female workers studied, the age level is distinctly low, not quite one-fourth having reached 25 years of age, and practically one-half being under 20.

RACE AND CONJUGAL CONDITION.

The conjugal condition, by race, of the 56,043 female workers reporting on these points is shown in the following table:

PER CENT OF TOTAL FEMALE EMPLOYEES OF EACH SPECIFIED RACE WHO WERE SINGLE, MARRIED, AND WIDOWED.

Race.	Total female employees.	Per cent of total female employees 18 years and over.	Per cent of total female employees—		
			Single.	Married.	Widowed.
American, colored	848	81.0	48.1	36.1	15.8
American, white	18,197	68.6	85.7	9.9	4.4
Austrian	430	81.7	81.2	15.6	3.3
Bohemian	1,173	72.1	67.1	25.5	7.4
Canadian	315	75.4	79.7	13.3	7.0
Canadian, English	296	82.9	87.5	9.5	3.0
Canadian, French	691	73.4	81.0	15.1	3.9
Cuban	236	81.9	52.1	29.7	18.2
English	1,657	79.5	74.8	18.8	6.4
French	443	78.2	77.7	17.6	4.7
German	9,629	68.3	88.9	7.9	3.3
Hebrew, Austrian	321	68.4	96.0	3.1	.9
Hebrew, Russian	1,401	67.6	95.1	3.9	1.0
Hebrew, others	276	65.4	96.4	2.9	.7
Hungarian	1,333	79.6	56.9	37.6	5.5
Irish	5,929	82.8	85.2	8.1	6.7
Italian	3,444	58.1	74.2	22.1	3.6
Polish	1,983	61.4	86.7	11.4	1.9
Polish, Austrian	1,439	80.4	78.3	19.7	1.9
Polish, German	1,814	46.7	92.9	6.2	.9
Polish, Russian	828	69.6	81.9	15.2	2.9
Portuguese	151	65.3	78.8	19.2	2.0
Russian	605	72.9	85.8	12.1	2.1
Scandinavian	759	73.8	90.0	8.2	1.8
Scotch	397	79.9	80.9	13.6	5.5
Spanish	116	76.1	54.3	32.8	12.9
Other Slavs	599	69.4	67.8	29.2	3.0
All others	733	72.6	85.1	12.4	2.5
Total	56,043	70.3	83.3	12.4	4.3

There is a good deal of difference in the size and the age level of the several race groups, both of which facts would be likely to affect the number of married women found. Numerous other factors might also have an effect on this matter, so that it is not possible from the data at hand to decide definitely upon the attitude of the various races toward the employment of married women outside of their own homes. Nevertheless there seem indications in some groups of a racial attitude. The Irish and the colored women, for instance, had a very similar age distribution, but only 8.1 per cent of the Irish as compared with 36.1 per cent of the colored women were married. A considerably larger proportion of the Italians than of the Germans were under 18, so that they might be expected to show a smaller proportion married, but as a matter of fact 22.1 per cent of the Italian female workers were married as against only 7.9 per cent of the Germans. Such wide differences suggest a difference in the whole attitude of these groups toward the employment of married women.

Among three races, the Hungarians, the American colored, and the Spanish, more than 30 per cent of the female workers reporting on this fact were married. Of these the Spanish, of whom 32.8 per cent were married, were so small a group that this proportion may be wholly due to accidental circumstances and therefore without significance. Of the other two races the Hungarians show the highest percentage found of married women, 37.6 per cent, although the colored women had a slightly higher proportion of workers in the group aged 18 years and over, and therefore might reasonably have been expected to show the larger proportion married. Both these race groups are fairly large, so that accidental variations are probably not important in determining the proportions; and the per cent married, not far in either case from two-fifths, is so large as to seem a pretty clear indication that these two races feel no marked objection to having their married women at work outside the home.

On the other hand, the very small proportion married among the Hebrew women seems to show a strong objection on their part to a married woman becoming a wage earner. To a less degree this is true also of the German Polish women, the Germans, the Irish, and the Scandinavians. The American white show a larger proportion married than any of these races, but still fall well below the level for the whole group.

A comparison of the figures of this table with those showing the conjugal condition of the female workers in the cotton textile, silk, and men's ready-made clothing industries shows some interesting similarities and contrasts. For these industries the number, by race, of female workers for whom facts concerning conjugal condition were gained, and the proportion of these married, are as follows:

PER CENT OF FEMALE WORKERS IN EACH SPECIFIED INDUSTRY WHO WERE MARRIED, BY RACE.

COTTON TEXTILE INDUSTRY.[1]

Race.	Female workers.	
	Total number.	Per cent married.
New England group:		
American	1,207	22.0
Canadian, French	6,132	27.3
English	1,423	35.3
Irish	2,351	23.9
Italian	284	27.1
Polish	1,797	32.2
Portuguese	721	33.4
Other races	840	25.5
Total	14,755	27.9
Southern group:		
American	16,938	20.7

MEN'S READY-MADE CLOTHING.[2]

American	887	7.5
Bohemian	1,108	6.1
German	1,753	11.7
Hebrew	1,900	3.6
Italian	3,445	35.9
Lithuanian	276	15.2
Polish	1,089	10.8
Scandinavian	401	14.5
Other races	737	18.3
Total	11,596	17.2

SILK INDUSTRY.[3]

American	3,522	7.4
Dutch	595	6.1
English	1,204	9.4
German	2,546	11.7
Irish	2,421	4.0
Italian	922	46.3
Lithuanian	58	.....
Polish	390	1.3
Slovak	97	.....
Welsh	339	.6
Other races	1,851	16.6
Total	13,945	11.1

[1] See Vol. I of this report, pp. 639-642.
[2] See Vol. II of this report, pp. 543, 544.
[3] See Vol. IV of this report, pp. 346, 347; those under 16 were omitted from these calculations.

Many of the races appear in only one or two of these tables, so that resemblances or dissimilarities may be wholly accidental. Of those which appear more frequently, the Americans invariably show a lower percentage married than prevails in the whole group of female employees in that industry, excepting, of course, in the group of southern textile employees, who were exclusively American. The Irish also fall below the prevailing percentage of married in every group, although in the cotton textile industry they come much closer to the general level than elsewhere. This may be explained in part by the fact that two-fifths of the Irish females in this industry were weavers; in other

words, they had acquired a skilled occupation, and it has been generally apparent throughout this study that women who had gained skilled trades were less likely than the unskilled to give up their work at marriage. Probably the same explanation applies in the case of the English and the Polish women, both of whom show a much higher percentage married in the cotton textile industry than in the other industries studied, and among whom 46.2 per cent and 48.3 per cent, respectively, were weavers. Except in the cotton textile industry, both of these races fall everywhere below the general level in their proportion of married workers.

The Italian is the only race group having a relatively high proportion of married women which appears in these additional tables. It rises much above the general percentage of married except in the cotton textile industry, where it falls slightly below. No explanation can be suggested for this irregularity beyond what may be found in the fact that in this industry the Italians form a very small group, numbering only 284, whereas in the silk industry they numbered 922, in the ready-made clothing industry 3,445, and in the combined industries 3,444.

SUMMARY.

The present volume deals with a group of between 50,000 and 60,000 female employees, found in 23 different manufacturing industries, and distributed throughout 17 States. They were a decidedly youthful group, practically half of those for whom precise data were obtained being under 20 years of age, and not quite a fourth being 25 or over. In the main they were single, but one-eighth of the group were married. Racially, Americans predominated, white Americans forming nearly one-third (32.4 per cent) of the total number. The relative importance of the foreign races varied so greatly from place to place that no general statement can be made on the subject. There were no indications that American women and those of the older immigrant races were being at all generally driven out of the industries studied by the newer comers. Occasionally there were evidences that certain occupations were passing into the hands of recent immigrants. Generally speaking, these occupations involved work so disagreeable either in itself or in the conditions under which it was carried on that American or Americanized workers were unwilling to do it, and it was left for the newcomers, who having physical strength and an urgent need of employment would take whatever they could get.

The conditions of work differed so widely, not only from one industry to another, but even between different establishments within the same industry, that general statements can be made only with

much caution. Occupational risks were found of three kinds: Exposure to harmful dusts or fumes, exposure to risk from machinery, and risk of injury from constrained or harmful positions. The most striking examples of the first kind were found in the pottery industry, where a large proportion of the female workers were exposed to lead dusts, and where apparently very few precautions were taken to reduce this risk, or to render inevitable exposure as little harmful as might be. A somewhat similar risk, though much less in degree, was believed to exist in other industries in which women were engaged, in painting, japanning, lacquering, or enameling different kinds of ware. In these cases, however, precautions against injurious dusts or fumes were more generally taken than was the case in the potteries visited.

The dangers from machinery were most marked in the various metal-working trades and in paper-box making. The most frequent risk was in connection with various forms of power or stamping presses and the corner-staying machine in box factories. In both cases the danger arises from the fact that in adjusting her work the operator's hands must approach or reach a spot at which a few seconds later a crushing blow is to be delivered by a metal stamp or die. It is supposed that her hands will be out of the way before the die descends, but the danger of accident or miscalculation is obvious. Some forms of stamping presses are absolutely safe and all may be safeguarded, but in numerous cases this fact was ignored and no guards were used.

The risk of harm from injurious positions is much less apparent and much harder to be sure of than the risk from machinery. The commonest risk came from continuous standing. There was hardly an industry in which at least a portion of the female workers were not on their feet all day long, and in some it was the exception to find workers seated. Some kinds of work could not be done unless the worker was standing, but cases were found in which work could have been done just as well seated, but custom or a belief that greater speed could be attained when standing kept the workers on their feet. Occasionally other injurious positions were required by the nature of the work done; such cases will be found noted under the industries in which they were seen.

In a few of the cracker factories visited an effort had been made to avoid the strain of long standing by transferring workers for a certain time each day from occupations which involved continuous standing to others in which they could work seated. Occasionally in other industries groups of individual workers arranged some such exchange among themselves, thus securing some relief. It seems possible that in many industries some arrangement of this kind might be devised, but as yet little attention appears to have been

given to the matter. In the cracker factories referred to brief rest periods, given twice a day, relieved the strain of rapid work.

Very little evidence was found in this investigation of pace setting by machinery. In a few cases it was found, but far more often speed was secured by means of low piece-rate wages. A very high rate of speed was often shown where this system prevailed, but the data gathered were not sufficient to show whether it was so great as to produce exhaustion or harmful overfatigue.

In general the work done by these women was unskilled. The out-and-out cigar makers, who formed a very small proportion of the women in the cigar industry, had a skilled trade, and so had the weavers and menders in the manufacture of woolen and worsted goods. The hand trimmers of high-grade fancy boxes were skilled workers in the fullest sense of the words, but again these workers formed an exceedingly minute proportion of the box makers. The core makers, a small group, all required some skill and training. Some of the occupations carried on by women in watch and clock making called into play judgment, accuracy, and initiative, and so did a few occupations found in some of the metal-working industries. But all these workers combined were too few to alter the general character of the work done by these women, which at best was only semiskilled, and for the most part was unskilled, mechanical, and monotonous to the highest degree.

On the whole the strongest impression left by the study of this group of between 50,000 and 60,000 women and girls is the absolutely haphazard and unstandardized character of the industrial world as known to them. In general they enter it without preliminary training, picking up what knowledge or deftness they need as they go along. Whether they work in clean, healthful, and comfortable surroundings or in buildings which are an outrage upon health and decency depends largely upon the particular employer they happen to get; in practically every industry both extremes were found. The length of the working hours; the frequency and amount of overtime; the extent to which machinery was used; the extent to which it was safeguarded when used; the subdivision of work and the consequent degree to which the worker's field was narrowed down; the pace at which the work was carried on; provisions for light, ventilation, and comfort—these and many other points depend not upon the worker, not even upon the industry, but very largely upon the attitude of the individual employer. Wide variations were found not only within an industry, but even within establishments in the same industry located within the same State or city.

And when it comes to the question of earnings, the lack of standardization seems to reach its height. In the main the women were wholly unorganized and seemed to have no idea in regard to wages

beyond taking what they could get. The determining factor seemed not so much what their services were worth or what the industry could afford as the individual employer's attitude upon the matter. In one and the same industry employers would be found who so graded their rates that the average employee would be able to earn fair wages, the unusual employee, of course, under such a system earning very good wages; employers who took foreign women because they could get them for lower wages than American women, and employers who sought girls under 16 for all the occupations they could fill on the admitted ground that "they could do as much as a woman and would work for less." With some employers the lowest wages a woman or girl could be induced to work for decided what she could get. In many cases there was an evident intention to treat the employees justly and considerately, but nowhere was there any generally accepted standard of what constituted a fair or reasonable wage. What a woman could earn by a week's work seemed to depend fully as much upon extrinsic factors over which she had no possible control as upon her own ability or her own efforts.

CHAPTER I.

CONDITIONS OF WORK, THE LABOR FORCE, AND THE HOURS AND EARNINGS OF WOMEN AND CHILDREN IN SELECTED INDUSTRIES.

CHAPTER I.

CONDITIONS OF WORK, THE LABOR FORCE, AND THE HOURS AND EARNINGS OF WOMEN AND CHILDREN IN SELECTED INDUSTRIES.

CANNING AND PRESERVING.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

This industry is generally divided into three main lines of work: The canning of fruits and vegetables, of fish, and of oysters. In this investigation only the first and the last have been considered. Four establishments in each of these branches were visited and data collected concerning the workers. The following table shows the location of the plants visited, and the number and the sex and age grouping of the employees in each plant:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH CANNING ESTABLISHMENT.

FRUITS AND VEGETABLES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	New Jersey	141	98	.....	.....	.....	239
2	Pennsylvania	134	411	2	30	32	577
3	Do	72	86	.....	10	10	168
4	Do	30	44	.....	5	5	79
	Total	377	639	2	45	47	1,063

OYSTERS.

1	Maryland	47	28	.....	1	1	76
2	Do	25	64	2	.....	2	91
3	Do	82	65	5	6	11	158
4	Louisiana	75	35	20	30	50	160
	Total	229	192	27	37	64	485

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN THE ESTABLISHMENTS INVESTIGATED.

CANNING AND PRESERVING: FRUITS AND VEGETABLES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	377	35.5
Females	639	60.1
Under 16 years:		
Males	2	.2
Females	45	4.2
Total	1,063	100.0

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN THE ESTABLISHMENTS INVESTIGATED—Concluded.

CANNING AND PRESERVING: OYSTERS.

16 years and over:		
Males	229	47.2
Females	192	39.6
Under 16 years:		
Males	27	5.6
Females	37	7.6
Total	485	100.0

CANNING OF FRUITS AND VEGETABLES.

CHARACTER OF THE INDUSTRY.

The canning of fruits and vegetables in this country dates back to about 1825, when an English immigrant took out a patent on an improved process he had devised, but the industry was of little practical importance until about 1850. From that time forward it developed rapidly. From 1870 to 1890 its growth was enormous, the number of establishments increasing between 1870 and 1880 by 323.7 per cent, and between 1880 and 1890 by 115.6 per cent.[1] In the latter decade the growth was not a normal and permanent development. New establishments sprang up all over the country, and in many cases the management bent their energies to securing a large output with very little regard for quality. As a result, considerable quantities of cheap and unwholesome goods were put out, the public became dissatisfied with their quality, demand fell off, many of the newer plants were driven out of business, and the well-established firms found it necessary to put up only first-class goods.[2] Since then the growth has been less rapid, but is apparently better based. The number of wage earners reached its high-water mark between 1880 and 1890, the number in 1905 being 19.6 per cent smaller than 15 years earlier, at the census of 1890. The census of 1905, however, showed an increase in this respect over 1900. It is worth noticing that the official figures show a steady falling off in the number of children employed from 1880 onward, the number found in 1905 being 51.9 per cent smaller than the number at work 25 years earlier. In 1880 children under 16 years of age formed 18.2 per cent of the average number of wage earners reported; in 1905 they formed 7 per cent.[3]

Fruit and vegetable canneries may be divided into several classes, according to their general character. The best known type is what might be called the open-air cannery. This is more often than not

[1] Special Reports of the Census Office, Manufactures, 1905, Part III, p. 400.

[2] Ibid, pp. 426–428.

[3] These per cents are computed from figures given in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 400.

located in the country, is usually a one-story building or series of sheds, and puts up fresh vegetables and fruits or some few kinds of either as they come in. Such factories naturally employ workers only during the season when the particular articles they can are ripening. The season is often short, the hours long and irregular, and conditions frequently undesirable. No factories of this type were included in this investigation.[1]

In another type of factory the canning of fresh fruits and vegetables, although important, is only a fraction of the work carried on. Pickles and relishes and condiments are put up; jams and jellies and ketchups and sauces are made; sometimes soups are made, and baked beans and similar all-the-year-round products are put up. Such factories are usually located in cities. The work is not limited to a few months and is not subject to the violent fluctuation of hours which characterizes work in factories of the other type. The four factories studied in this investigation were all of this second class.

IRREGULARITY OF THE WORK.

In factories of the type studied work is continuous throughout the year, but times of extra pressure may occur whenever fresh fruits and vegetables are in season. Canneries have not yet succeeded in regulating their supplies of perishable goods, and as a consequence the best managed of them are apt to have times of overwork. In the factories studied this difficulty was lessened by a certain elasticity in the character of what might be called the nonseasonal work. For instance, pickles were made all the year round, but if an extra carload of strawberries arrived in such condition that they must be put up at once, it would frequently be possible to shift a number of girls from the pickle department and put them to work on the fruit. Extra hands would also be engaged, and an evident attempt was made to maintain regular hours. Nevertheless the employers reported a good deal of overtime, which in some cases involved decidedly long hours.

CHARACTER OF THE WORK.

None of the work done by women could be called more than semiskilled, and in most cases it was frankly unskilled. Hulling strawberries, peeling onions, labeling and wrapping bottles, cutting pickles, filling bottles with pickles, washing bottles, these and similar occupations made up the women's work. Speed was demanded and a certain dexterity gained by practice, but nothing more. In some cases they tended machinery, but their part of the process was as mechanical as the machines'. They were never found in these facto-

[1] For the study of this branch of the industry see Bulletin of the U. S. Bureau of Labor, No. 96.

ries engaged in dangerous operations. The machines were safeguarded and no injurious fumes or dusts were produced. Many occupations, however, involved standing all day and all were carried on at great speed.

Most of the work was clean. Such processes as washing bottles and rinsing off vegetables are inevitably wet and sloppy, and preparing soft fruits and such vegetables as corn and tomatoes for canning is "messy" work under the best of circumstances, but at the time when the inspection was made, in January, of course there was little or none of such work going on.

COMPETITION BETWEEN THE SEXES.

In general there was a well-defined line of demarcation between the occupations of men and women. Men do the responsible parts, such as the actual cooking of the fruit, vegetables, and soup, the pickling of onions and cucumbers, and the compounding of relishes and ketchups, while the women do the preparatory work and such final processes as bottling, labeling, and wrapping. Among the workers aged 16 years or over, the males show a tendency in recent years to increase more rapidly than the females. In 1900 males 16 years of age or over constituted 37.4 per cent and females 16 years or over 54.2 per cent of the average number of wage earners in the industry; in 1905 they formed respectively 41.9 per cent and 51.1 per cent of the total.[1] It could not be learned that men had taken over any occupation formerly assigned to women. It is possible that the increasing use of machinery for operations formerly done by hand accounts for the increased number of men, for even when women tend a machine it is kept in order by men.

GENERAL SANITARY CONDITIONS.

In the factories visited the general sanitary conditions were excellent. The workrooms were clean and well ventilated, dressing, toilet, and rest rooms were adequate in number and well kept, seats were furnished for all employees whose work did not require them to stand, lunch rooms were provided, and in some of the establishments welfare work of an advanced type was carried on. The fact that the work involves the constant handling of food products makes immaculate cleanliness a good business policy, but in addition to this there seemed a real effort to provide for the health and comfort of the employee as far as was possible in an industry in which long hours, high rate of speed, and considerable overtime were regarded as inevitable.

[1] These per cents are computed from figures given in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 400. The sex of workers under 16 is not reported, so it is impossible to say whether the employment of females in the industry as a whole shows a proportionate increase or decrease.

OCCUPATIONS WITHIN THE INDUSTRY.

Most of the occupations in which women and children are employed are very simple. Children under 16 years of age were found packing preserves in glass and earthenware receptacles, filling bottles with various kinds of pickles, putting in corks, labeling and wrapping bottles, and folding circulars which advertised the goods of the firm. Women also worked at these pursuits and in addition were found in the following occupations:

Peeling onions.
Sorting onions.
Sorting pickles (for size).
Cutting pickles.
Washing bottles.
Dipping.
Attending capping machine.
Can stamping
Can handling.
Pork placing.
Can filling.
Sauce filling.
Check weighing.
Cap laying.
Can piling.
Racking.
Can cleaning.
Machine labeling.
Inspecting.
Sweeping.
Scrubbing and cleaning.

Additional occupations would have been found at other seasons, such, for instance, as hulling strawberries, peeling peaches and apples, skinning tomatoes, and the like. Many of these operations require so little special skill or training that a worker may be changed from one to another without loss.

The variety of work that a girl in one of the smaller factories is called upon to perform is shown by the following list of different occupations performed by one girl in a single week: Filling and corking bottles at the ketchup table, carrying bottles from storehouse, washing bottles, piling bottles, making caps from sheet foil, placing caps, putting vinegar in pickle bottles, and scrubbing the floors.[1]

Many of the occupations in the above lists are sufficiently described by their names. Of the onion peeling and sorting the only thing which needs to be said is that the onions had first been soaked in brine, so that the workers did not suffer the unhappy effects usually expected in such work. At these occupations the workers are seated, but pickle sorting is done standing.

Pickle cutting, at which the workers are seated, is done with an ordinary vegetable knife and is chiefly noticeable for the rapidity with which the work is carried on.

BOTTLING.

Under this term are comprised several different occupations which call for varying degrees of training and deftness. The most difficult

[1] Extract from report of agent on —— factory.

is bottling pickles. The workers are seated at tables with a supply of materials before them, each equipped with a grooved stick. Holding this stick in her right hand, the worker inserts it in the bottle to be filled, and taking the pickles one by one with the left hand, slips them down the groove of the stick into position in the bottle. Each bottle is packed after a model which the girl has been taught, and each pickle has its allotted place. The management of the stick and the arrangement of the pickles after a given pattern are not learned at once. Learners are paid a weekly rate until such time as their piece-rate earnings would exceed the weekly wage, after which they are paid at the rate of 12 cents per dozen bottles.

Bottles of relishes, chowchow, and the like, are filled by hand, but do not require the care given to pickles, since there is no question of arrangement. The fillers, who are all females, work standing and are paid 1 to 2 cents a dozen, according to the product on which they work.

Bottles of ketchup and mustard are filled by machines. The ketchup fillers, who are females over 16, stand before their machine, take an empty bottle from a supply on their right, place it in position under the filling mechanism, press a foot treadle which sets the machine in motion, stop it as soon as the bottle is full of hot ketchup, place the bottle on a conveyor, and taking a fresh one continue the same series of movements indefinitely. The machine has no dangerous features. Two rates of pay were found for this, a day rate of 75 cents and a piece rate of seven-eighths of a cent per dozen.

Mustard filling is done by a machine operated by a male worker, but a female attendant places the empty bottles in position in a conveyor which carries them into the machine. She stands at her work and is paid 50 to 65 cents a day.

CAPPING.

This is done by a machine operated by an adult male and attended by two adult females. The machine consists of a circular revolving plate having metal sockets which hold the glass package to be capped, and a metal frame through which, by means of pulleys and gears, power is applied to metal disks which spin on the metal cap, crimping it tightly to the glass. It is operated by a foot treadle.

One female attendant places in one of the metal sockets the glass bottle, on which the cap has been laid in place; the cap is spun on by the machine, and the second attendant removes the capped bottle and places it in a rack, from which it goes to the wrapping room. Both women stand at their work; they are in no danger from the machine, and are paid 50 to 65 cents per day.

LABELING.

Products put up in glass or in stoneware are usually labeled by hand, as many as four different labels sometimes being used on a single container, one each for the front and back, one over the top, and one around the neck. Each of these must be fixed deftly and surely in its exact spot, so that each labeled bottle will be a counterpart of every other. Like the hand packing of pickles, it takes time to gain the necessary speed and accuracy. The work may be done either standing or seated.

Soups and beans and other products packed in tin cans, round and even, are labeled by machines. Usually a group of 14 persons—2 rackers, 7 can cleaners, 1 machine operator, 1 inspector, and 3 packers—were found at work about each machine, only the packers being males. The rackers place the filled cans on inclined racks, along which they roll toward the labeling machine. The cleaners sit at a table, along which the racks pass. As the cans reach them, they take them from the rack, wipe off top and bottom with a moist cloth, and place each can in a second rack, down which it rolls to the machine. The machine operator stands at her work, watching the machine, which is operated by electricity. A pad of labels lies flat within the machine. A thin layer of paste is automatically spread over one end of each label; as the can rolls over the label this end adheres to it, and a tape folds the label around the can, completing the operation. The can next passes before the inspector, who rejects all not properly labeled, and those which she passes are taken in charge by the packers, adult males.

It will be seen that the operations performed by female workers bear a general resemblance to one another, since they consist of simple movements repeated again and again throughout the day. Hand bottling of pickles and hand labeling come nearer to skilled occupations than the others, but not even in these has the worker any chance for initiative or independent judgment. Her business is to learn to do a specified thing in a prescribed way and then to do it. In the more mechanical kinds of work some break in the deadening monotony comes from the practice of shifting employees about from one task to another, as the exigencies of the particular factory may demand.

OYSTER CANNING.

CHARACTER OF THE INDUSTRY.

Oysters have been canned in this country since at least as early as 1822, but data concerning the growth of the industry up to recent years are lacking. A considerable quantity of oysters are put up in factories primarily devoted to some other product. A cannery which puts up fruits and vegetables through the summer and fall

may, if its location is suitable, put up oysters through the winter, or a fish cannery may pack oysters as a side line. Because of this it is difficult to get accurate information concerning the extent to which oyster canning is carried on, the number of wage earners employed in it, and similar points. The census of 1905 reported 69 establishments engaged principally or solely in oyster canning, with an average number of 3,291 employees, and a product worth $3,986,239.[1]

Baltimore, Md., on account of its proximity to the oyster beds of Chesapeake Bay, was originally the center of the oyster canning industry, but there has been a southward movement, and in 1905 Mississippi led all the other States in the value of oysters canned.[2]

IRREGULARITY OF THE WORK.

Oyster canning is distinctly seasonal, the season opening about September 1, and closing in the April following. Often there is a rush for a week or so before Thanksgiving and again before Christmas.

Apart from being seasonal, the work is irregular, depending upon the supply of oysters. Plants which buy their oysters from fishermen or dealers are busiest when the weather is warm and open, because then the oyster fishermen can not well keep their stock and consequently raw material is cheap. When the weather is cold the oyster men hold their stock for higher prices, and sometimes plants of the kind under consideration close entirely at such times, waiting for prices to come down.

If the managers of a plant send out their own oyster boats, the work is still irregular to the last degree, since the canning must depend upon the catching, which in turn depends upon the weather and other factors. A few days of storm may bring the work to a dead stop, and, on the other hand, on days when the boats are coming in with good loads work may begin as early as 4 in the morning and keep on perhaps for 12 or 13 hours. More normally the work would be intermittent through the day.[3]

CHARACTER OF THE WORK.

The work is for the most part rough, dirty, and unskilled. Machinery is used only to a limited degree. There is a difference in

[1] Special Reports of the Census Office, Manufactures, 1905, Part III, p. 422.

[2] Ibid., p. 423.

[3] The amount which a shucker can make in a day depends upon the size of the oysters and the steadiness with which they come in, which in turn depends upon the catches which the boatmen make. It is due to these uncertainties that all the employees, but the shuckers more particularly, are often at work for an hour, idle half an hour, and then at work again; or they may have 2, 3, or 4 hours of steady work and then be idle the rest of the day.—Extract from report of agent on —— oyster cannery.

this respect among the factories visited, one having machines for several operations elsewhere performed by hand. Most of the woman's occupations are performed standing.

COMPETITION BETWEEN THE SEXES.

Naturally such work as dredging for oysters, loading them into the wharf cars, and running these into the steaming boxes is performed by men and no possibility of sex competition exists until the oysters reach the shucking table. From that point on there are several operations performed by males or females indifferently, according to the custom of the particular factory. No complaint was heard that women were driving men out or that wages were being lowered by their competition.

According to the census figures the proportion of women and children in the industry increased rapidly during the early part of the century. In 1900 women over 16 formed 37.8 per cent, and children under 16 formed 14 per cent of the average number of workers in oyster canning and preserving establishments; in 1905 they formed respectively 49.6 and 22.9 per cent of the total.[1] These figures, however, refer only to establishments engaged primarily in putting up oysters, and take no account of the same work done in canneries in which oysters were handled as only one branch of their trade.

As the industry has shifted to the southern States the difficulty of securing an adequate labor supply has led to a system of importing help from northern cities, principally Baltimore and New York, for the season and returning them when they are no longer needed. When this is done, there is a tendency to select "family help"; that is, the employer hires heads of families with the understanding that wives and children are to be brought also. The man is then employed at dredging for oysters while the wife and children are set to shucking, or work at some other of the later occupations. Where this system is used, it is evident that the proportion of women, and especially of children, is likely to be larger than where help is secured in the ordinary manner, and it is also evident that there would be no likelihood of the men in the industry complaining that women and children were coming into it too numerously. The data at hand are not sufficient to show whether the increased proportion of women and children in the industry can be accounted for by an increasing use of this system.

GENERAL SANITARY CONDITIONS.

In the establishments visited sanitary conditions could not be called good. The working places were very generally dirty and wet, or at

[1] These per cents are computed from figures given in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 422.

least damp, owing to the dripping condition of the goods handled. In one large factory the shucking was done in an open shed, which inevitably meant exposure to wind, dampness, and chill. The toilet arrangements were usually adequate and in good order. Open sinks in the workrooms were the only provisions made for cleanliness, and in one establishment even these were lacking. In one case soap and towels were provided.

OCCUPATIONS WITHIN THE INDUSTRY.

These differ somewhat in different establishments, but in general the oysters are unloaded from the fishing boats into small cars or cribs, which are run from the wharf into the shucking room and are pushed into the steam chest, an air-tight, rectangular box large enough to hold two or three cars at once, and fitted with appliances for admitting live steam. It is closed tightly and the steam turned on for 10 or 15 minutes, with the result that the shells open somewhat. The oysters are then turned over to shuckers who remove the meat from the shell. The oysters are next weighed and washed and picked over, to see that no shell or other foreign matter is left in them and to grade them by size and quality. They are then placed in tin cans, which are filled with a salty solution, and caps are soldered on; a small hole is pierced in each cap, and the cans are carried on a moving belt through a heating apparatus. This drives out any air which may have been left in, and as each can emerges from the apparatus the hole in the lid is sealed with a drop of solder. The cans are tested to see that they are air tight, and all which pass the test are placed in a steam chest, where the oysters are heated to a certain degree, which completes the preserving process.

In some canneries the oysters are put up raw instead of being steamed. In these the preliminary steaming is omitted, which makes the shucking process harder than when it is included, and the later processes which involve the application of heat are also omitted. As soon as the oysters have been shucked and washed they are placed in tin containers which are sealed, iced, and either shipped at once or placed in cold storage.

In the establishments visited women were found shucking, weighing, picking, washing, and packing, while children were engaged in shucking, picking, packing, and can feeding and topping.

SHUCKING.

Shucking consists of removing the oyster meat from the oyster shell. When steamed oysters are being put up, the cars or cribs of oysters are wheeled from the steam chest to another part of the room,

and the shuckers line up around them, usually working by families. Each has a knife with a small strong blade. Taking an oyster which has been half opened by the steam, the shucker inserts the blade of the knife, gives it a twist which loosens the upper from the lower half of the shell, and then slips the blade under the oyster, thus cutting it loose from the lower shell and allowing it to drop into the bucket.

When raw oysters are being put up the work is harder, as the shell is not even partly open. In such establishments the shucking may be done at a table divided by board partitions into a compartment for each worker. In each compartment a block of wood, in which is embedded a steel bar projecting about 1 inch above the top of the block, is fastened to the table. The oysters are poured into each compartment, and the shucker is provided with a small hammer and an oyster knife. Placing an oyster on the block with the edge of its shell projecting over the top of the steel bar, the shucker gives it a blow with the hammer, which breaks off a piece of shell. Inserting his knife blade in the hole thus made, he twists the shell apart, cuts out the oyster, and drops it into a can or bucket beside him.

The work is done standing. It is difficult to say which is the dirtier, shucking raw or steamed oysters. Of the raw-oyster shucking the agent's report states:

> The breaking of the shells with the hammer and the rapid handling of the oysters and shells bespatters the shucker from head to foot; hair, face, hands, and clothes, all are dirty. As a protection to the clothes, all sorts of coverings are seen, from waterproof aprons with bibs to old gunny sacks tied about the body.

Another agent, writing of a cannery in which steamed oysters were put up, says:

> The dirt gets all over the shucker from head to foot, as it is usual to hold the oyster against the body when the pressure is exerted to pry open the shell, and then to drop the shells upon the floor and stand among them as the shucking proceeds. Often cotton gloves or pads of cloth are worn on the hands, which, of course, become extremely dirty and are apparently never washed.

As no skill is required in this work, young and old alike are employed in it. "Men, women, and children," reports one agent, "work at shucking, some of the latter so small that it is difficult for them to reach into the cribs to get oysters; they are helped in this respect by standing on the empty shells which are thrown down on the floor. * * * A crew of oyster shuckers may contain, and in at least one case seen did contain, grandfather, grandmother, mother, and children."

The system of engaging family help, already referred to, accounts for the presence in the canneries of the young children mentioned in the preceding paragraph. The employer makes his bargain with the head of the family; if he chooses to bring his children in, they are working for him, not for the employer, and the latter disclaims all responsibility for them. A similar situation was found in the fruit and vegetable canning industry, in which also children too young to be legally employed worked as helpers.[1]

WEIGHING AND WASHING.

When the shuckers have filled a bucket with shucked oysters they carry it to the weigher, who weighs it and gives them a brass check for the weight received. She then dumps the oysters into a large vat of water near her, stirs them about with her hands, and washes them carefully. A man removes them from the vat, so that she has no heavy lifting to do in that respect.

This is a wet occupation, as the washer's hands and arms are in and out of the water all day long, and her clothes and the floor on which she stands are both spattered and damp. In some establishments men do this work.

PICKING.

After being washed the oysters are dumped out on a table to be picked over and graded. This is light work, but involves constant standing. It is a damp occupation, since the hands are continually in the piles of wet oysters, and the tables and floors soon grow wet. Girls of 15 and 16 were found at this work.

PACKING.

After the oysters have been picked over they are taken to another table, where the packers scoop them up and put them into cans, allowing a certain weight to each can. The packers become very expert in gauging the right amount to put into each can. A weigher, usually a woman, is stationed at each table to weigh the cans and see that the weight is correct. The packers must stand all day, but otherwise their work presents no special strain.

CAN FEEDING AND TOPPING.

After the oysters have been packed the cans are immersed in a briny solution and completely filled with it. They are then fed onto a moving belt which carries them under a soldering machine. A girl places the cans on this belt and also puts on each one a top or cap, which is soldered down by the machine. The work is light and purely mechanical, but involves standing. Boys are sometimes employed at this.

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[1] See Bulletin of the United States Bureau of Labor, No. 96.

This is the last of the operations in which women and girls are usually employed, though sometimes they are found labeling the finished packages.

THE LABOR FORCE IN ESTABLISHMENTS ENGAGED IN CANNING FRUITS AND VEGETABLES AND IN OYSTER CANNING.

The table already given (p. 39) shows a considerable diversity between the two branches of the industry in the proportion of women and of children employed. In the fruit and vegetable canneries females 16 or over were proportionately numerous, forming three-fifths of the whole group, while in the separate establishments they form from 41 to 71.2 per cent. On the other hand, children are relatively few; they are not found at all in establishment No. 1, and nowhere form more than 6.3 per cent of the total employees. In the oyster-canning establishments women are relatively scarcer, forming about two-fifths of the total group of operatives; there is only one establishment in which they rise noticeably above this per cent, establishment No. 2, in which they form 70.3 per cent of the employees. Children under 16 form something over one-eighth of the total employees, and in the separate factories they constitute from 1.3 per cent to 31.3 per cent of the workers.

AGE OF EMPLOYEES.

Table I shows by sex and by States the ages of the 1,503 workers for whom information on this point was gained. The figures for New Jersey and Pennsylvania, it will be remembered, relate only to fruit and vegetable canneries, while those for Maryland and Louisiana deal exclusively with oyster canneries. The age distribution in the two branches of the industry differs so widely that the combined figures do not represent either, but come nearer to the truth for fruit and vegetable canning, since the number of these workers studied was much greater than of those in oyster canneries. The following table shows the per cent of females in certain age groups for each State and for each branch of the industry:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CANNING AND PRESERVING.

State.	Number of female workers.	Per cent in each age group.			
		Under 16 years.	Under 18 years.	Under 20 years.	25 years and over.
FRUIT AND VEGETABLE CANNERIES.					
New Jersey	98	.....	7.14	17.35	62.25
Pennsylvania	583	7.72	38.08	56.95	17.50
Total	681	6.61	33.63	51.25	23.94
OYSTER CANNERIES.					
Maryland	164	4.27	13.42	29.88	53.05
Louisiana	77	33.77	41.56	50.65	41.56
Total	241	13.69	22.41	36.51	49.38

The variation in the size of the various age groups is less among the oyster-canning employees than among those engaged in vegetable and fruit canning. This is probably due to the fact that shucking, the occupation in which the greatest number of females in the oyster trade are engaged, can be performed by young and old alike. The percentage of girls under 16 is twice as great among the oyster workers as among the vegetable and fruit workers, and the only children of either sex found at work under 14 were in the oyster-canning establishments.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 1,503 workers for whom these facts were gathered. For the group as a whole the Germans are the leading race numerically, closely followed by the Americans and the combined Polish workers, these last two races being nearly equal in number. These three races constitute seven-tenths of the total number of workers, the other three-tenths being scattered among numerous small race groups.

The racial distribution of the workers is widely different in the two branches of the industry. Considering only the female employees, the following table shows the representation of the leading races in each branch:

PER CENT FEMALE EMPLOYEES OF SPECIFIED RACES FORM OF TOTAL FEMALE EMPLOYEES IN EACH OF THE TWO BRANCHES OF THE CANNING AND PRESERVING INDUSTRY.

Race.	Per cent female employees of specified race form of total female employees in—	
	Fruit and vegetable canneries.	Oyster canneries.
American (white)	22.17	15.35
German	31.57	21.58
Polish	16.74	46.89

The most striking difference is in the proportion of Polish women in the two groups. These are usually totally unskilled and are apt to be employed in the roughest and least pleasant work of an establishment. Their relative prevalence in the oyster canneries is a strong testimony to the unattractive character of the work.

These three races furnish 64 of the 78 girls at work under 16. Of the American female workers 11.70 per cent were under 16, of the Germans, 8.99 per cent, and of the Poles, 7.93 per cent. In the matter of older workers this order is exactly reversed, 25 per cent of the Americans being 25 or over, while 29.21 per cent of the Germans and 31.72 per cent of the Polish women were in this age group.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of the workers for whom these details were obtained. Of the male workers reported 55.86 per cent were married, or married and widowed, as against 27.22 per cent of the females, a disproportion which is not unreasonable in view of the fact that of the females over two-thirds and of the males less than one-third were under 25 years old. Early marriages were not met with to any extent among these workers. Only 4 of those under 20 were married.

The proportion of single women was almost identical among the Americans and the Germans, being 78.2 per cent for the first and 77.9 per cent for the second, but among the Polish workers the proportion unmarried sinks to 68.3 per cent.[1] This is in strong contrast to the situation found in most of the industries studied, the Polish women ordinarily showing a high percentage single. The unusual proportion married is attributable mainly to the oyster-canning industry. In Maryland only 47.9 per cent and in Louisiana 47.5 per cent of the Polish women were single, while in Pennsylvania the proportion single rose to 88.6 per cent. In other words, of the Polish women engaged in oyster canning over one-half had been married, while among those in the fruit and vegetable canning industry not quite one-eighth had been.

The Germans show a similar contrast between the proportion married in the two industries, 63.5 per cent of those engaged in oyster canning having been married, while only 12.1 per cent of those in fruit and vegetable canning had been. Among the Americans, on the other hand, the larger proportion of married women was found in the fruit and vegetable canneries.

HOURS OF LABOR IN ESTABLISHMENTS ENGAGED IN CANNING FRUITS AND VEGETABLES AND IN OYSTER CANNING.

The following table shows for the fruit and vegetable canneries visited the hours worked, the time allowed for lunch, and the extent and duration of overtime. In the oyster-packing plants the hours were so variable that no general statement could be made concerning them. The employers considered a 10-hour day and a 60-hour week the proper allotment of time, but they admitted that this was an ideal to which they had not been able to adjust the work.

In the establishments putting up fruits and vegetables, the hours were regular,[2] the variations coming mainly in the form of overwork

[1] These percentages are based on figures shown in Table V.

[2] It must be borne in mind that in addition to canning fresh fruit and vegetables these establishments put up a varied line of pickles, jams, relishes, etc., which employed the force when fresh products were out of season, and kept the work continuous.

when the rush of fresh products was coming in. Ten hours a day, or a trifle more, with a shortened day on Saturday, was the rule, and in only one case did the weekly hours fall below 56.

In general in such establishments the early fall with its abundance of fruits and vegetables is a time of long hours and hurried work. Only one of the four plants visited reported no overtime, while the others reported it as extending over about four to five weeks, while the extra time worked was in one case 6 hours a week, and in two cases 12. The plant which reported 6 hours overtime had a normal week of 59 hours; of the other two, one worked ordinarily 55½ hours per week and the other 60 hours. In each case, therefore, the overtime brought the weekly hours well over 60. But, according to the law of Pennsylvania, at the time these figures were gathered women and children might not be employed for more than 60 hours a week. The situation is interesting as showing three employers reporting a violation of law on their own part, the law in question apparently being so absolutely ignored that it did not even occur to the employers that they were incriminating themselves.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT ENGAGED IN CANNING AND PRESERVING FRUITS AND VEGETABLES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	New Jersey	10½ 11	6 5	.....	58½ [1] 60	30	.....	.....
2	Pennsylvania	10½	9½	.....	60	[2] 30	30	12
3	Do	10	9	.....	59	[2] 30	25	6
4	Do	10	5½	.....	55½	[3] 30	30	12

[1] Night force.
[2] Permit for shortening lunch period on file.
[3] Permit for shortening lunch period not reported.

EARNINGS IN ESTABLISHMENTS ENGAGED IN CANNING FRUITS AND VEGETABLES AND IN OYSTER CANNING.

Table VI shows by sex and by age groups the actual earnings of the employees for one week. The figures for those engaged in fruit and vegetable canning and preserving show a low level of wages, which is much more marked among the female than among the male workers. Apparently this is due to the fact that the skilled occupations are in the hands of males. In the lower age groups, in which the workers have not had time to acquire skill, the difference between the earnings of the sexes is not noticeable; indeed, among those under 16 the girls show a wider range of earnings than the boys. But taking the

total of both sexes the difference is very marked. Two-thirds of the women as against less than one-fifteenth of the men earned under $6 during the week studied. Only 5.2 per cent of the women made $8 or over, while 85.1 per cent of the men exceeded this amount, and only 0.7 per cent of the women as against 51.2 per cent of the men earned $10 or over.

Considering the women only, it appears that of those aged 18 or over, one-fifth earned less than $5, nearly three-fifths (59.2 per cent) earned less than $6, and 93.5 per cent less than $8 during the week. In other words, of 449 women aged 18 or over, only 29 earned as much as $8 for a 60-hour week, and only 5 reached $10.

In the oyster-packing establishments earnings, especially for women, ran so low that comment is superfluous. Of 188 women, more than four-fifths of whom were 18 or over, only 1 earned as much as $6 during the given week, and 87 made less than $4.

In an industry in which work is so irregular as in oyster canning, one week may not be in the least representative of another, but these figures were taken for a week in what should have been the height of the season, and neither employers nor employees made any comment showing that they looked upon them as exceptional.

In estimating their meaning it must be borne in mind that these figures do not represent even an all-the-year-round wage; during four months the industry is entirely suspended.

SUMMARY.

That branch of the canning industry which combines the canning of fruit and vegetables with putting up pickles, jams, relishes, soups, etc., offers a variety of light occupations to women and girls. Very few of these are machine occupations, and in those which are the workers are in no danger from the machines. All the occupations demand dexterity, but none can be called skilled. Many of them involve standing all day, and in practically all speed is essential. There is no competition between men and women, and it could not be learned that either sex is encroaching upon the other's field. In the factories visited sanitary conditions were excellent and work was steady throughout the season. The hours were long, and in three of the four plants overtime was worked for a period varying from four to five weeks per year.

In oyster packing conditions were very different. Much of the work done by women and girls is rough, dirty, and hard, and nearly all involves damp and insanitary surroundings. Work is seasonal and very irregular within the season. The majority of the workers studied were foreigners. Hours were uncertain and earnings low.

CANS AND BOXES, TIN.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

This title is used to cover the making of all kinds of tin cans, boxes, pails, and other tin receptacles for package goods or liquids. It is by no means one of the great woman and child employing industries, but deserves attention as one of the few metal-working trades employing both sexes and children and adults alike. Eight factories, situated in five States and employing 1,671 wage earners, were visited. The following table shows the location of the factories and the distribution of the normal working force by sex and age groups:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—TIN CANS AND BOXES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	New York	220	40	.....	.....	.....	260
2	Illinois	210	140	.....	.....	.....	350
3	Do	190	40	.....	.....	.....	230
4	Michigan	241	84	60	13	73	398
5	Maryland	97	20	3	5	8	125
6	Do	80	19	3	.....	3	102
7	Louisiana	30	16	15	8	23	69
8	Do	83	31	14	9	23	137
	Total	1,151	390	95	35	130	1,671

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 8 CAN FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	1,151	68.9
Females	390	23.3
Under 16 years:		
Males	95	5.7
Females	35	2.1
Total	1,671	100.0

CHARACTER OF THE INDUSTRY.

No definite information is available either as to the importance of can making as a branch of manufacture or as to the extent to which it employs women and children. It is a matter of common observation that the use of tin cans, boxes, etc., has increased enormously within the last 20 or 30 years. Meats, fruits, fish, vegetables, oils, soups, and a variety of other products which a few decades ago had rather a limited sale or were not put up for more than a local market are now packed in tin and sold throughout the

civilized world. It is an inevitable assumption that the manufacture of tin cans has increased rapidly and is still growing, but the facts which would show the extent of its growth are not at hand.

As observed in this investigation the industry showed a tendency to localize itself where the product was to be used, producing the particular kind of cans or pails or boxes mainly used in that vicinity. Thus in one place the chief product was the cans and cases used for packing fish and oysters; in another the cans, lard pails, etc., needed for packing meats; while in a third the factories visited departed from this tendency and manufactured a general line or worked on special orders, furnishing whatever might be called for. No factory, however, confined itself exclusively to one product except when, as was the case in one or two instances, it was merely an adjunct to some packing establishment, making only the goods needed by that one company.

This led to wide variations in a number of respects among the factories visited. The degree to which machinery was used, the division of the work between the sexes, the employment of young workers, and the seasonal or nonseasonal character of the work were all affected largely by the kind of product turned out.

In general, however, can making is emphatically a machine industry, the workers being only attendants upon the machines. Little intelligence and less skill is required of them, their part of the work being usually either the continual repetition of one or two simple movements, or a steady inspection of objects passing rapidly before the eyes for the purpose of detecting and throwing out imperfect pieces.

REGULARITY OF THE WORK.

The work is apt to be seasonal, but the season varies according to the character of the local industries for which a given factory provides. Thus of one plant situated in one of the great fruit and vegetable packing States the agent's report states:

> Owing to the nature of the product the work is very highly seasonal. The packers do not buy cans ahead of the season, and as these are very bulky it is difficult to store any great quantity. The can company anticipates the rush season and begins manufacturing with a full force about the middle of April. * * *
>
> When working full force there are employed about 1,200 men, women, and children who work 60 hours per week regularly, and often put in overtime if the season is at all fair. This continues until about the end of August, sometimes until the end of September. Then the force is suddenly reduced to about 100 or 120 employees who stay on through the winter.

Another establishment, located in this same State but turning out a general line of goods, reported no busy season but occasional over-

time on rush orders, while another in one of the more northern States reported a busy season during the late winter, owing to the demand for maple-sugar tins. The factories which were adjuncts to packing plants of course followed the seasons of the latter.

COMPETITION BETWEEN THE SEXES.

Competition between the sexes does not seem to have arisen to any serious extent. Work which involves the handling of large and heavy pieces naturally falls to the men. In addition a certain number of skilled machinists are needed to supervise the machinery, make repairs, and so on, and a few of the machines, like the slitter and the shearer, are always operated by men. With these exceptions it appears to be a matter of entire indifference whether a man or a woman is engaged on a given piece of work. Yet women are not found numerously employed in the industry, and there is no indication that they are supplanting men. Probably the general character of the work, noisy, dirty (for the constant handling of tin keeps the hands black and involves frequent small cuts), and carried on in the midst of machinery or in close attendance upon it, repels most women, and the possible earnings are not large enough to overbalance its disadvantages.

The employment of children under 16 seems likely to decrease, as the laws forbidding their employment upon dangerous machines become more widespread. In one State where such laws had been passed the superintendent of the largest factory visited stated that for two years past he had refused to employ children under 16, as the limitations upon the kind of work to which they could be put rendered them undesirable help.

METHODS OF PAYMENT.

Both piece rates and day wages were found in force, sometimes both prevailing in the same factory for different kinds of work, and sometimes work which was paid for by the piece in one factory was paid for by the day in the next plant visited. The piece rate was usually adjusted to the capacity of the average worker, which gave a decided advantage to the occasional very rapid worker. In several factories day rates were adjusted to piece rates, the intention being that piece workers should earn 10 to 15 per cent more than day workers.

GENERAL SANITARY CONDITIONS.

With the exception of the painting, and perhaps of the soldering, which gives rise to fumes which may be injurious, none of the work of can making is inherently injurious, but the conditions under which it is carried on often involve a great nervous strain. The operation

of the foot press, for instance, is not difficult, but the operator must work at great speed, with the constant knowledge that a moment's inattention or the slightest miscalculation may cost part of her hand. Also, the noise of the machines is in itself trying. "In the room in which punch presses are used," reports one agent, "the noise is so deafening that it is hard to hear one shouting at close range," and others comment again and again upon the din of machinery amid which the work is carried on.

Other operations, deadening in their monotonous simplicity, involve the strain of keeping up with rapid machines. Nothing could be simpler than the work of the women who feed ends into the grooves of the automatic heading machine. To pick up an end, see that it faces the right way, and drop it into a groove is all that they do. In itself the operation is nothing, but when the women doing it must keep up hour after hour with a machine which turns out from five to eight thousand cans an hour, the relentless pace is bound to tell. When the work involves close watchfulness, as in the case of the tester or inspector who must watch each can as it passes through the water to detect and throw out those which are imperfectly soldered, the strain is very great. In general, either the machine sets the pace and the worker must keep up, or payment by piece rates spurs the worker on to the fullest speed.

Sometimes a strain of a different kind was found, as when a child or a young person had been put at a machine which should really be operated only by an adult, preferably a man. Some of the foot presses, for instance, at which the operator stands, are set in motion by throwing the weight upon one foot which is placed upon a treadle. As this is done with a sort of hop, and done with the same foot continuously, it becomes very tiresome, and for girls is very hard work. The pressure required is not so great, but the repetition counts when a girl is standing at such a machine all day.[1]

Conditions as to light, ventilation, and general sanitation varied so greatly from plant to plant that it is difficult to make any general statements. Some establishments were fairly clean and well kept, but none showed conspicuous regard for the comfort of the operatives. Girls and women were found working in basements where artificial light was necessary all day long, and on the fifth floors of buildings in which the elevators were reserved exclusively for freight. Provisions for toilet and dressing rooms varied widely.

OCCUPATIONS WITHIN THE INDUSTRY.

The occupations differ according to the kind of product turned out. Certain cans and cases have labels printed or lithographed upon the tin itself. This is done in a special department, the workers being

[1] Report of agent on ——— can factories.

males exclusively. Others, such as the large tins in which tea and coffee are often kept in grocers' shops, are japanned or painted by hand after being made. This, again, is done in a separate department, both sexes being employed upon the work.

The material usually reaches the factory in the shape of large sheets of tin. The first process in the can-making department proper consists of cutting the tin into suitable sizes and shapes for the various articles to be made. Sometimes the sheets are cut, by machines known as slitters and shears, into strips of the width and length required for the bodies of the cans or pails to be made. In other cases the various parts are cut from the sheets by punch presses. The slitters and shears are operated by men exclusively, the presses by men, women, and children.

The presses are of two kinds, the simple punch press which cuts out a single piece at each operation, and the gang press which cuts out several. In using the punch press the operator adjusts the sheet of tin in position and then, generally by the action of a treadle, releases a die which, descending, cuts out the desired shape. Sometimes the press is arranged to operate continuously, but more often a pressure on the treadle is required for each stroke. As the die rises the operator brings the sheet of tin into position for the next descent, moving it as rapidly as possible, and taking care that as little as may be of the tin is wasted.

Press operators usually sit at their work, and for a person of ordinary strength and stature the work is not difficult. Cases were found, however, of presses operated by girls so short that they had much difficulty in reaching the treadle, and for them, of course, the physical strain was considerable. The work is decidedly dangerous, as the operator's hands are in close proximity to the descending die and a moment's inattention may result in the loss of one or more fingers.[1] Guards are possible, but were not found in general use. Sometimes they had never been installed and sometimes, although they had been placed on the machines, they were not used by operatives, who said that the use of guards diminished the output.

After the various parts have been cut out they go through a series of operations by which the body of the box or can is formed into shape, the joints made fast or soldered, the top and bottom flanged to receive the ends, the upper edges of pails turned over or "beaded," lids and bottoms fastened in place, ears and handles put into pails, and all the lining and scoring and notching done which may be needed for each different kind of product. Sometimes each operation is performed upon a separate machine, most of the machines being operated upon the general principle of the foot press, and men, women, and children

[1] For a discussion of the part played by carelessness in such accidents, see Vol. XI of this report, Women in the Metal Trades, pp. 58–61.

indifferently being assigned to their care. In some factories certain machines were operated by men only, but there was no uniformity in regard to this; in the next factory the same kind of machines might be found operated by women or children.

Sometimes when the simpler forms of cylindrical cans or pails were to be made, in place of the numerous separate machines a "line" or combination of machines was found, arranged so as to work together automatically. Where lines were installed the parts were cut out as usual on punch or gang presses. They were then sorted and piled together by women or children, any imperfect or badly cut parts rejected and the perfect ones carried to the line. The following description shows the respective parts of the machine and the workers from that point onward:

This automatic line consists of a lock-seaming machine, a heading machine, a floating machine, and a testing machine. The entire machine takes up a space of about 50 by 8 feet, and is not in outward appearance very complicated. The two machines of this type in use here are capable of turning out 5,000 and 8,000 cans per hour, respectively. At the receiving end of the lock-seaming machine sits a worker, woman or boy, who feeds the blank strips of metal into the machine. The blank is automatically carried into a draw press which curves the metal, folds over the edges and clinches them, forming an open end cylinder with lock seam. This, carried on a traveling belt, next passes beneath a small, exceedingly hot flame, through which solder trickles drop by drop, closing the joint of the metal completely.

Next, still carried on the traveling belt, the cylinder is shot up an incline and down a chute, on either side of which is a deep narrow groove. Three women tend the machine at this point, putting the circular can ends into the grooves. At the bottom of the chute the ends are pressed tightly over the edges of the cylinder. This section of the automatic line is the heading machine. Next comes the soldering of the ends of the can to the body in the floating machine. This machine consists of two shallow troughs containing molten solder. The cans are carried at an angle through one of the troughs and continuously revolved the while so that the circular seam at one end is completely soldered. They are then automatically reversed, so that in the second trough the other end receives the same treatment.

The last stage in the process is testing. The machine for this purpose consists of a revolving circular plate, tilted at an angle of 30 degrees and partly immersed in a large tub of water. At intervals along its circumference are fastened pairs of disks. The soldered cans from the floating machine drop singly between the disks, which close upon the can, hermetically sealing it. Compressed air is forced through the disks into the cans, and as the plate revolves each pair of disks with its contained can dips into the water. A "tester," who may be of either sex, is stationed at this point. If bubbles appear in the water it shows that the can from which they come is imperfectly soldered and must be rejected. These cans are dropped through a chute to the floor and the perfect cans are dropped through another chute to the can-storage room on the floor below.[1]

[1] Report of agent on —— can factory.

Several workers are stationed along the line of this machine to see that the cans move freely and that no hitch of any kind occurs, but their work is either merely that of inspection or of keeping up supplies. When the automatic line is not used the same operations are performed less rapidly, on separate machines, each with its tender, who requires little more skill, intelligence, or strength than is needed by those working at the automatic machine.

On the larger cans some parts, especially soldering the seams, are done by hand. The solderers sit at their work, each before a small gas furnace in which the solder iron is heated. Men and women alike are employed at this, women doing the lighter work.

If the finished ware is to be japanned or painted by hand it is taken to another department, where the work is done by both men and women. In some factories the large cans were painted or even lacquered by women or children using brushes. The smaller cans were simply dipped into liquid paint and then hung on paint racks to dry. This, which was done entirely by women and children, is very unpleasant work, as the bare hands must be dipped into the paint. It is considered unhealthful and there is some difficulty in getting workers to do it.

There are the usual subsidiary occupations connected with can making, such as laborers' and janitors' work, wrapping and packing the finished product, bringing supplies, cutting up and baling the scrap tin, etc. None of these require comment.

THE LABOR FORCE.

The table already given on page 56 shows that the age and sex distribution of the workers differs materially from State to State. Louisiana and Illinois have practically the same proportion (31 per cent) of females, Michigan with 24.3 per cent falls but little behind, Maryland comes next with 19.4 per cent, while New York has but 15.4 per cent. No explanation of this difference can be found in the kind or grade of articles produced, as most of the factories visited manufactured a wide variety of cans and boxes, ranging from the large and heavy oil tanks to small cases for ground spices and the like, thus furnishing work suited to all degrees of strength. It is worth noticing that the leading manufacturing State visited, New York, showed the smallest proportion of women employed.

Neither New York nor Illinois had any children under 16 among their employees. The employment or nonemployment of children seems to depend mainly upon the attitude of individual managers or superintendents. Some managers explained that owing to the dangerous character of the presses they could not employ children upon them, and while much of the other work was light and thoroughly safe it was more convenient to have workers whom they could change from one

occupation to another at will. Louisiana shows the largest proportion of employees under 16 years old, 22.3 per cent of its workers being in this group; Michigan comes next with 18.3 per cent, and Maryland stands last with 4.8 per cent.

AGE OF EMPLOYEES.

Table I shows the age of the workers by States and by sex. The number of workers under 16 years of age is much greater among the males, but the proportion is almost identical for the sexes—9.42 per cent for the males, 9.50 per cent for the females. A considerably larger proportion of the females than of the males are under 20 years of age, the proportions being 51.68 per cent of the females to 34.84 per cent of the males.

The women show a marked tendency to leave the work early, only 15.08 per cent of the total group being 25 or over. Reference has already been made to the necessity in this trade for rapid work and to the consequent nervous strain; probably these features account for the few older women found in these factories.

The greatest number of female workers is found at 18 years of age, 13.41 per cent of the total group being at this age. The States differ in this respect, the age of greatest massing ranging from 15 years in Louisiana to 22 in Michigan.

RACE OF EMPLOYEES.

Table II shows by age groups and sex the race of the workers. Considering the whole group of 1,372 for whom these facts were ascertained, the Americans formed the most numerous group, constituting 27.92 per cent of the total, while the three leading English-speaking groups—American, English, and Irish—formed something over a third (35.64 per cent) of the whole. Next to the Americans the Germans, with 22.30 per cent of the total, were most numerously represented; next came the combined Polish workers with 17.06 per cent, and the Italians with 11.22 per cent. No other race furnished as much as 10 per cent of the whole.

Americans are relatively more numerous among the females than among the males, and this is true both of the workers aged 16 years and over and of those under 16. The Germans, on the other hand, are relatively more numerous among the males.

The number of female workers studied is so small that no conclusions can safely be drawn, but it seems probable that their race distribution represents not so much any racial preference or prejudice as the mere proximity of one race or another to the factories. Thus nearly two-thirds of the American females (66.1 per cent) were found in Maryland and Louisiana, and in the latter State they formed 73.4

per cent or very nearly three-fourths of all the female workers. Of the Polish women 84, or 90.3 per cent, were found in Illinois and Michigan; 12 of the 17 Italians were in New York, and so on.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of the workers. Among the males 36.82 per cent were either married or widowed, a fairly large proportion in view of the fact that but 45 per cent were aged 25 years or over. Among the females only a little over one-eighth of the whole group (13.41 per cent) were or had been married. This comes very close to the proportion (15 per cent) who were aged 25 years or over.

HOURS OF LABOR.

The following table shows the working hours in each of the factories visited, the period allowed for lunch, and the extent to which overtime prevailed. A day of at least 10 hours, shortened on Saturday, was the rule, though one factory reduced this usual day by half an hour, and another which had the usual 10-hour day made no reduction on Saturday.

The lunch period was noticeably short, nowhere reaching an hour, and in one case being cut down to 20 minutes.

Overtime was general, only one establishment reporting that none was worked. In the others overtime was required on from 6 to 50 days, and the extra time worked varied from 3 to 12 hours a week.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—TIN CANS AND BOXES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	New York	10½	5	.....	57½	[1] 30	25	3
2	Illinois	10	5½	.....	55½	30	.....	.....
3	Do	10	5	.....	55	30	10	6
4	Michigan	10	9	.....	59	[3] 30	15	4
		12	.....	.....	[2] 60			
5	Maryland	10	10	.....	60	20	6	12
6	Do	10½	8¾	.....	60	45	12	4
7	Louisiana	9½	9	.....	56½	30	50	10
8	Do	10	5	.....	55	30	10	6

[1] Special permit from factory inspector for shortening lunch period.
[2] Night force.
[3] No permit for shortening lunch period on file.

EARNINGS.

Table VI presents in detail the earnings actually made during a week by the 951 male and 318 female workers for whom this item could be learned. As usual there is a marked disparity between the

sexes as regards the proportion whose earnings could be called good. Three-fifths of the women as against less than one-third of the men made less than $6. Only 15 per cent of the women as compared with 54 per cent of the men made $8 or over, and practically only 3 per cent of the women earned as much as $10 or over, while 36 per cent of the males fell within this wage group. Apparently this difference in earnings represents a difference in kind of work done. When men and women were employed at the same kind of piecework, equal rates of pay prevailed, but, as the above table shows, most of the work at which good wages could be earned was in the hands of men. Occasionally a woman was found on some piece-rate operation whose dexterity or swiftness enabled her to earn better wages than her male companions. Thus in describing the work on punch presses in one factory the agent making the inspection reports:

The record in the establishment is held by a woman who has earned as much as $3 in one day on a punch machine making small boxes at 6 cents per thousand. Others at the same work could not make more than $1.75 per day.

But it is only in exceptional cases that such earnings can be made even by the very swift. The women and girls who feed ends into the automatic line which turns out from 5,000 to 10,000 finished cans an hour must work nearly as fast to keep up with the machine, and those who test cans are under quite as tense and continuous a strain, while their work is far more monotonous, but in neither case is there any chance of making such returns.

The earnings of the women vary decidedly from State to State. The number aged 18 years or over and the proportion of these in several earnings groups was for each State as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—TIN CANS AND BOXES.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
New York	37	29.73	51.35	86.49	5.41
Illinois	67	7.46	22.39	61.19	5.97
Michigan	56	21.43	42.86	75.00	7.14
Maryland	28	89.29	92.86	100.00	.....
Louisiana	37	54.05	78.38	97.30	.....
Total	225	32.44	50.22	79.56	4.44

In considering these figures it must be borne in mind that they represent the earnings for an actual week, not average earnings.

SUMMARY.

The manufacture of tin cans is a rather widely distributed industry, in which both sexes and all ages can be employed, but in which women and girls under 16 years of age are in the minority. It is mainly a machine industry, the worker's part being simple, easily learned, and making few demands beyond that of close application. The work is apt to be seasonal, the time at which the rush season occurs depending upon the kind of product manufactured. For the most part men and women are not employed in the same work, although there are some positions which are filled by men, women, or children, or all three, according to the attitude of the individual employer.

The work done by women is usually light. They are frequently employed at dangerous machines, and sometimes, when the machine is not properly adjusted to the height of the woman, a physical strain is involved which can not fail to be harmful. A good deal of the work done by the women, however, is not dangerous, but is extremely monotonous, and at the same time must be performed at a rate which in itself constitutes a nervous strain. In a few cases, as of the dippers who immerse the cans and pails in liquid paint, the work is decidedly unhealthful, but these are exceptional. The surroundings in which the work is carried on are apt to be unpleasant and noisy. In itself the work is rather dirty, since the constant handling of the tin keeps the hands stained and blackened. It is apt to involve also a number of small cuts, rarely deep enough to be serious, but annoying.

Payment is both by piece rates and time wages, custom differing from factory to factory as to which is used for a given kind of work. The earnings made by women are for the most part small, not quite two-fifths of the women studied having made as much as $6 in the week for which their earnings were taken. In the main, perhaps owing to the speed required, it is a young woman's industry, very few over 25 years of age having been found at the work.

CIGAR BOXES.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

The manufacture of cigar boxes is not so important an industry as the making of paper and fancy boxes, nor do women and children form so large a proportion of its working force. Nevertheless, it is an important adjunct to the making of cigars, and a considerable portion of the work is in the hands of women, girls, and boys. Fourteen establishments, located in eight States and employing a total of 982 workers, were visited. The following table shows the location of these factories and the age and sex distribution of their employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CIGAR BOXES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Massachusetts	49	32	1	3	4	85
2	Do	18	20	3	1	4	42
3	Pennsylvania	31	27	1	1	2	60
4	Ohio	23	38	4	1	5	66
5	Do	27	15				42
6	Michigan	40	60	15	20	35	135
7	Wisconsin	10	69	2	2	4	83
8	Maryland	4	10	1	1	2	16
9	Do	15	25	1	3	4	44
10	Do	11	16	4		4	31
11	Florida	139	101	9	14	23	263
12	Do	31	26	3	1	4	61
13	Louisiana	15	27				42
14	Do	5	6	1		1	12
	Total	418	472	45	47	92	982

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 14 CIGAR-BOX FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	418	42.6
Females	472	48.1
Under 16 years:		
Males	45	4.6
Females	47	4.8
Total	982	100.0

CHARACTER OF THE INDUSTRY.

No definite statements can be made as to the extent and importance of the industry. It is widely scattered, in some places being carried on independently, and in others being only one branch of the work of large cigar manufacturing companies. Naturally it tends to be localized in or near centers of tobacco manufacturing. It does not seem a large or important industry in any of the great manufacturing States for which data are available. In 1910 its average number of employees in Massachusetts was only 168,[1] and in Pennsylvania for the same year its number of wage earners is given as 1,342.[2]

The boxes are made in four leading sizes, known as 12s, 25s, 50s, and 100s, according to the number of cigars they hold. Fifties are most generally used, then 25s and 100s, the 12s, which are largely used for packing samples, being least in demand. In addition to these standard sizes some factories make also compartment cases to hold traveling men's samples. The boxes are made in three grades—of poplar, of poplar with cedar veneer, or of cedar. Cedar is used for the best boxes.

[1] Massachusetts Statistics of Manufactures, 1910, p. 3.

[2] Pennsylvania Report on Industrial Statistics, 1910, p. 460.

The work can not be called skilled, but it requires more training and dexterity than is required for most of the processes of paper-box making. The work is usually well organized, with considerable subdivision of processes up to the point at which the completed box is ready to have its paper lining put in and the outside labels pasted on, which operations are usually all performed by one worker. Up to this point most of the operations are machine work; beyond it they are wholly handwork, except in one factory where an effort was being made at the time of this investigation to introduce machinery for a part of this handwork also.

REGULARITY OF THE WORK.

As in the case of paper boxes, the finished product is too bulky to be stored to any extent. In the smaller establishments this sometimes leads to considerable overtime, as orders must be filled as they come in. In the larger establishments there was little overtime work. The industry is not seasonal, but for a few weeks before Christmas there is apt to be an extra demand, which is met in the larger establishments by greater continuity and intensity of work.

CHARACTER OF THE WORK.

In the main the work was clean and that done by women was neither heavy nor dangerous. Gluing on hinges and pasting lining and labels had the unpleasant features common to all work with paste and glue. There was nothing harmful about it, and the workers said they soon became accustomed to the odor and "didn't mind it." The work done by children was for the most part light and easy, but some of it was exceedingly monotonous, and a few children quite too young to be employed were found at work.

The division of work among men, women, and children varied considerably from factory to factory. Sawing the wood into proper thickness and sizes was always done by men or boys, and pasting in linings and pasting on labels was always done by women, or by women and children. Lithographing, which was done in some establishments, was always a man's occupation. Speaking generally, up to the time the boxes were ready for pasting, the operations were performed by men and boys, while after that the work was done by women and girls, but there were many exceptions to this generalization. No complaint was heard of women taking the place of men, nor could it be learned that the proportion of the sexes was changing. Most of the work done by women was paid on the piece-rate basis, while much of that done by men was paid by the week.

A good deal of the work was absolutely unskilled, and the remainder, with the exception of the printing and lithographing done in some

establishments, could only at best be called semiskilled. There are not so many purely mechanical operations as in the making of paper boxes, but on the other hand there is nothing demanding the taste and skill requisite for a first-class trimmer of high-grade fancy boxes. Most of the work is easily learned, but it requires practice to gain speed.

OCCUPATIONS WITHIN THE INDUSTRY.

In some factories the materials are bought in the form of thin boards or veneers, finished on both sides and ready to be cut into shape. In others logs or undressed lumber are bought and all the work of preparation done in the factory. In the latter case the logs are first sawed into thin boards called veneers, about one-eighth of an inch thick, by large circular saws. These are seasoned and planed and then sawed to the widths and lengths needed. This work at the saws is all done by adult males. The machines are fairly well guarded, but there is some risk of accidents to the hands from the saws. A good deal of sawdust was floating in the air of the sawing rooms, and no devices were found for preventing or decreasing this. Otherwise the sawing rooms were in good condition.

The planing was done by an ordinary buzz planer, at which the operator was only required to feed the boards in and to see that the machine ran smoothly. This is a tiresome job, requiring neither skill nor experience, and is frequently relegated to young persons, hardly more than boys.

Subsidiary occupations to this part of the work are those of the off-bearers at the saws and the planers and of the saw filers. The off-bearers at the saws carry the boards to the planers, while at the planer the off-bearer simply catches the boards as they emerge and stacks them to one side. The saw filer keeps the saws sharp and in good order, his work needing both skill and experience.

After being cut to size the pieces of board are smoothed and trimmed by a joiner, a machine with a horizontal table, in the center of which is a set of revolving knives, like planer bits, except that in this case the shaft bearing them is vertical. They do not extend very far above the table and are guarded excepting at the point where they do the cutting.

In the larger factories inspectors look over the pieces as they are finished to see that there are no flaws. In the smaller plants the operators themselves are responsible for this.

WOOD PRINTING.

When boxes are to have matter printed on the wood itself, it is put on at this point, after the pieces have been cut and trimmed and before they are nailed together. This is done in various ways,

according to the kind of printing desired. Ordinarily the operator's part requires little skill, consisting of feeding the parts to be printed into an automatic cylinder press or a printing press of some other type. Men, women, and boys were all found engaged in this work, though it was unusual to find men and women both employed on it in the same factory.

GOLD LAYING.

Some of the boxes have designs in gold embossed on the tops or sides. The gold leaf is first laid in place, and then the piece is placed in an embossing press, where it is stamped into the wood. Men, women, and children were all found working at the gold laying. The work is very light, but monotonous and it is troublesome because the gold leaf is easily torn. As the gold leaf is exceedingly light, currents of air must be guarded against in the place where it is handled, which sometimes leads to poor ventilation.

NAILING.

This is done by an automatic machine. The nails are fed into a hopper, from which they drop, point downward, into chutes, which are adjustable, so that the nails can be placed at the desired distance apart. Taking a side and an end piece, the operator places them in position, depresses a foot lever, and the machine automatically drives the nails into place. A second operator, taking two of the ends and sides already put together by the first, fastens them together by one stroke for each of the unattached corners. A third operator takes the finished sides and ends, places the bottom in position with his machine adjusted to drive two nails in the side and one in the end, and nails on the bottom with two strokes and one intervening turn of the box. The last nailer places the lid in position and drives two nails half their length into the lid and one side of the box. This is done for the purpose of holding the lid in position until it is hinged, after which the nails are withdrawn.

Men, women, and children were all found engaged in this work, though in the main it was in the hands of men and boys. The work is light, but monotonous. As an occupation for women its most objectionable feature is the constant standing it involves. In one factory a boy of 10 was found working at a top-nailing machine.

The subdivision of work in this operation varies with the size of the factory. Sometimes each box will pass through the hands of four nailers, who are provided with helpers to bring and carry away the work; in other cases there are only two nailers, or the whole four operations may be performed by one person.

HINGING OR GLUING.

This consists in fastening the lid to the box. Taking a piece of muslin tape about five-eighths of an inch wide and a little shorter than the lid the operator fastens it in place with glue, letting it extend slightly over the top of the lid, over its edge and down on to the side of the box. This work is done mainly by women and girls, though boys also work at it, and in two factories only adult men were engaged in it. The work is light, and its only unpleasant features are the odor and the stickiness of the glue. It is usually done seated.

TRIMMING.

At this point the box is passed over a trimming saw, which trims off the edge of the lid that is opposite to the hinge, making the lid flush with the side of the box, and at the same time sandpapers the edge of the lid. This work is done by men. Next the nails which are still holding the lid to the box are pulled out, the work being done by men or by children, after which the box is ready for papering.

PAPER CUTTING.

The paper used for trimming, lining, etc., must be cut to size before going to the paperers. This is done either with a hand cutter or a power cutter. In general this work is done by men, but women were found employed at it. It is done standing, but requires little physical effort.

ENGRAVING, STEREOTYPING, AND PRINTING.

When pictures, cuts, or printed matter are used on the trimmings or labels their preparation is frequently undertaken in the plant itself. The occupations do not differ from those found in engraving and printing departments elsewhere. The work is wholly in the hands of men and boys, and some of the workers are highly skilled.

PAPERING OR TRIMMING.

This work, which consists of putting in the linings and pasting on all outside trimmings, is wholly in the hands of women and children. Taking a box, the trimmer first pastes strips of paper on the four vertical corners, and then runs a strip around the top and the bottom. Then the linings are pasted in, first the end and then the side lining. Next the large sheet bearing the label is pasted on the underside of the lid, and the inside of the box is complete. Then the outside labels are pasted on, and the box is finished. The work is light, and has only the unpleasant features which always accompany the use of paste. The paperers usually sit while working.

In all but one of the factories visited the whole papering and trimming of a box was done by one worker and was wholly handwork. In this factory the superintendent was introducing a subdivision of the work, having each box pass through the hands of a group of workers, each doing one part of the pasting. He was also introducing a gumming machine, by which the paste was spread upon the larger pieces of paper, which were sent to each worker as needed. This system seems likely to increase the output considerably, but it renders the work much more monotonous and mechanical, and also introduces an element of pace setting, each girl being obliged to keep up to a certain rate or the teamwork would suffer.

THE LABOR FORCE.

The table already given (see p. 67) shows that the proportion of the sexes was not very dissimilar. Of the 982 employees found in the 14 factories, males 16 years of age or over formed 42.6 per cent, females 16 or over, 48.1 per cent, and boys and girls under 16, respectively, 4.6 per cent and 4.8 per cent. In other words, females constituted a little over one-half—52.9 per cent. In the separate factories, the proportion of female workers ranged from 35.7 per cent in establishment No. 5 to 85.5 per cent in establishment No. 7. There were only five factories, however, in which the proportion of female employees fell below one-half, and only four in which it rose to three-fifths or over.

For the whole group, the workers under 16 formed 9.4 per cent, the proportion ranging from none at all in factories Nos. 5 and 13 to 25.9 per cent in factory No. 6. This last percentage is twice as great as the next highest—12.9 per cent in factory No. 10. The unusual proportion of children in factory No. 6 seems partly due to the fact that the factory is a fairly large one, that the work has been extensively subdivided, and that the policy of the management has been to employ children in all the light and unskilled occupations to which they can be put. It is also the custom in this plant to buy the lumber already cut into veneers. This removes the need for the men who in other factories handle and cut up the logs, thus reducing the proportion of men and consequently increasing the relative number of women and children. There are only four of the 14 factories in which the proportion of workers under 16 exceeds that in the whole group studied.

AGE OF EMPLOYEES.

Table I shows by sex and by States the ages of the 869 workers for whom these facts were ascertained. This industry differs from most of those studied in this investigation in that a larger proportion of the male than of the female workers are found in the youngest age

groups. Of the males 1.62 per cent, as against 0.60 per cent of the females, were under 14, while 11.59 per cent of the males and 9.43 per cent of the females had not reached 16. At 16 years of age the female workers suddenly come to the front, 12.05 per cent of their number being of this age, and thence forward up to the age of 23 they have a larger proportion of their total in each age group than the males. At 23 the males are slightly in the lead, and each age group above that shows a larger proportion of the total males than of the total females.

Considering the female workers only, it is apparent that while the proportion under 16 is not conspicuously large, the industry is in the main carried on by young workers. Nearly one-third (30.92 per cent), are under 18, more than two-fifths (45.38 per cent), are under 20, and only 23.90 per cent are 25 or over.

The age distribution of the women varies widely in the different States. The following table shows for each State the proportion in each of three age groups:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CIGAR BOXES.

State.	Number [1] of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over
Massachusetts	41	31.71	41.46	12.20
Pennsylvania	29	10.34	44.48	27.59
Maryland	55	20.00	34.54	29.09
Florida	142	33.80	50.00	26.76
Louisiana	34	20.59	32.35	38.24
Ohio	54	14.81	22.22	42.59
Michigan	72	54.17	61.11	13.89
Wisconsin	71	35.21	59.15	8.45

[1] Number for whom information concerning age was secured, not total number employed.

It is difficult to find any explanation for such wide differences beyond the obvious fact that the numbers are so small that the policy of a single factory might seriously affect them, and that consequently these variations may reflect only the preferences of individual managers.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 877 workers for whom the facts were gathered. Considering the group as a whole, the most striking feature is the predominance of Americans and Germans, who together make up more than four-fifths—85.29 per cent—of the total. No other race furnishes as much as 5 per cent of the total, the Irish who are the most numerous amounting only to 3.77 per cent. The whole representation of the newer immigration scarcely exceeds this, being but 3.98 per cent.

Considering the sexes separately, it appears that among the males the Americans are proportionately a little more and the Germans and Irish a little less numerous than in the total group, while among the females these proportions are of course reversed. The Germans are relatively much more numerous among the girls under 16 than among the older women, while the proportion of Americans is almost identical in the two groups. Absolutely none of the newer immigrants are found among the girls under 16. Among the women the largest proportion of Americans was found in Florida, where they formed 96.5 per cent of the total. Louisiana with 76.5 per cent and Pennsylvania with 62.1 per cent came next, while Wisconsin with only 14.1 per cent had the lowest proportion of Americans. The Germans were found mainly in Maryland, Ohio, Michigan, and Wisconsin, these four States furnishing 91.9 per cent of the total German representation.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of 868 workers for whom information on these points was secured. There is a marked difference between the sexes in this respect, practically nine-tenths (89.36 per cent) of the female employees being single, while among the males only three-fifths (60 per cent) were unmarried.

Among the women, the Americans furnish a much larger proportion of those who are or have been married than their representation in the group warrants. They constitute 55.34 per cent of the total number for whom information as to marital condition was obtained,[1] but they furnish 87.04 per cent of the married, using the term to include widows as well as wives. Of the two leading races, the American and German, the former shows a considerably larger proportion of those who had been married, 16.8 per cent, as compared with 3.1 per cent of the latter. The other races are too scantily represented to justify any comparisons.

HOURS OF LABOR.

The following table shows the hours of work for each establishment visited, and, if overtime was worked, its extent. Nine to ten hours a day is the common limit, except where, as in Ohio, the law forbids employing young workers for more than 8 hours a day. Sometimes different departments of the same establishment have different hours, as in factory No. 7, where the printing department, which employs only 20 workers, 12 of whom are males, has a 55-hour week, while in the box-making department where the 63 employees are all females, no work at all is done on Saturday, and 9 hours constitute the working period of each of the other five days.

[1] See Table V.

Overtime was found in only four of the 14 factories visited, but two of these were the largest establishments inspected, and the other two were of good size. In three cases during the overtime period, which varied from 10 days to 7½ weeks, the week's working hours were brought up to from approximately 60 to 64 hours, except in the Wisconsin factory already mentioned, in which the week in the box-making department reached only 53 hours; in the fourth case the overtime, which was required through the equivalent of 10 weeks during the year, brought the working time up to a 70½-hour week.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORKED IN EACH ESTABLISHMENT—CIGAR BOXES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Massachusetts	9	8		53	60		
2	Do	9	8		53	30		
3	Pennsylvania	10½	5		57½	[1] 30		
4	Ohio	10	10		60	45		
		8	8		48			
5	Do	10	10		60	30		
		8	8		48			
6	Michigan	10	8½		58½	60	10	6
		9½	8		55½			
7	Wisconsin	10	5		55	30	30	8
		9			45			
8	Maryland	10	9		59	30		
9	Do	10	8½		58½	60	60	12
10	Do	[2] 10½	9½		60	30		
11	Florida	9	9		54	[3] 30	45	10
12	Do	9	9		54	30		
13	Louisiana	10	5		55	60		
14	Do	10	8		58	60		
		8	8		48			

[1] Permit for shortening lunch period on file.
[2] Except Friday, 10½ hours.
[3] Except in cedar mill, 60 minutes.

EARNINGS.

Table VI shows by age groups and sex the earnings of 857 employees during a specified week. Comparing the two sexes, there is a marked disparity between them as regards the proportions gaining fair incomes. One-tenth of the male, as compared with over one-fourth of the female employees, earned less than $4 during the given week. Less than one-fourth of the males, as against two-thirds of the females, made less than $6, while practically one-half of the males, as compared with less than 4 per cent of the females, gained as much as $10 or over.

Among the young workers the disparity between the sexes is less marked. Among those under 16 the proportion in each wage group is nearly the same for boys and for girls, the main difference being that nearly 5 per cent of the boys earned $8 or over, while no girls got as much as $8. Among those aged 16 and 17 the disparity is not very great in the proportions earning under $4 and under $6, but

a trifle over 22 per cent of the boys as against not quite 5 per cent of the girls reached a wage of $8 or over during the given week. From 18 years old onward the difference in the proportionate size of the low-paid groups becomes very marked.

Considering only the female employees, it is apparent that low earnings are not confined to the young workers by any means. Excluding the young workers and taking only those who are 18 or over, less than two-fifths (38.21 per cent) earned as much as $6 a week, only 15.52 per cent reached $8, and only 3.88 per cent got up to $10. In other words, 96.12 per cent of the women aged 18 or over earned less than $10, and 84.48 per cent earned less than $8 during the week under consideration. Not far from half (45 per cent) of these women of 18 or over made under $5, and one-fifth (21.5 per cent) made less than $4.

The numbers studied in the different States are too dissimilar to permit a valid comparison between the proportions making each grade of earnings. Only the general statement can be ventured that as far as women are concerned, the making of cigar boxes is an industry of low earnings, and that very few get up to the $8 and $10 a week groups.

SUMMARY.

The making of cigar boxes, though a comparatively small industry, is widely scattered and offers a considerable field for the employment of women and children. For men and boys it is mainly a machine industry, while for women and girls it is largely handwork. The occupations followed by women present little risk of accident and do not involve poisonous dusts or gases, nor require great physical exertion. In some plants males and females worked together at certain occupations, in others the separation of the sexes was complete. In none of the plants was there any indication that women were supplanting men. The work is largely in the hands of Americans and Germans, the newer immigrant races being but scantily represented.

CIGARETTES.

ESTABLISHMENTS COVERED, AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Cigarette making deserves inclusion in any investigation into the work of women and children because of the extent to which it is carried on by their labor. Six establishments, located in four different States, and employing 1,985 wage earners, were visited. The following table shows the location of the establishments and the number of workers by sex and age grouping in each.

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CIGARETTES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Massachusetts	16	8	1		1	25
2	Do	13	10				23
3	Do	14	27		4	4	45
4	New York	269	962		4	4	1,235
5	North Carolina	166	186	17	24	41	393
6	Louisiana	45	167	8	44	52	264
	Total	523	1,360	26	76	102	1,985

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 6 CIGARETTE FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	523	26.3
Females	1,360	68.5
Under 16 years:		
Males	26	1.3
Females	76	3.8
Total	1,985	100.0

CHARACTER OF THE INDUSTRY.

As cigarette making is usually carried on in connection with the manufacture either of cigars or of smoking and chewing tobacco, it is difficult to get data showing its development separately. During the last 30 or 40 years its growth has been rapid. In 1875 approximately 40,000,000 cigarettes were consumed in the United States; by 1900 the consumption had risen to approximately 3,260 million, an increase of more than eightyfold in 25 years.[1] In 1905 there were 155 establishments devoted wholly or mainly to the manufacture of cigarettes, employing on an average 4,469 wage earners and turning out a product valued at $16,806,276.[2]

Cigarette making is largely a machine industry. A few cigarettes for special trades are made by hand, but the demand for these is not great enough to affect the general situation. As a consequence of this use of machinery, the small factories carried on by the owner's family or with the aid of only a few employees which are common in cigar making are practically unknown in the cigarette industry, which tends to be concentrated in large establishments. In 1905 the average number of wage earners per cigarette factory was 28.8, while for cigar factories the average was only 8.3.[3] In spite of the fact that

[1] Twelfth Census, 1900: Manufactures, Part III, p. 671.

[2] Special Reports of the Census Office, Manufactures, 1905, Part III, p. 554.

[3] Computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 554.

machinery is so largely used, there are a number of light hand operations in the industry, such as carrying cigarettes from machines to packers, putting on revenue stamps, packing certain kinds of cigarettes, labeling cartons, etc., so that a large number of hand workers are found among the women and girls employed. Practically none of the female wage earners can be called skilled. In many of the operations performed by them a brief training is required, but there is no operation in which the necessary knowledge can not easily be gained in a few weeks.

CHARACTER OF THE WORK.

The work is not seasonal, and overtime is almost unknown. In cigarette making proper there is little or no danger from the machines used. In some cigarette factories there is a box department in which the cartons and boxes used for packing the cigarettes are made. This department presents the dangers usually incident to paper-box making, but these have no relation to the making of cigarettes. Several of the occupations of the cigarette makers involve continuous standing, and some instances were found of pace setting by machinery, which necessitated very speedy work on the operative's part.

GENERAL SANITARY CONDITIONS.

General conditions as to cleanliness of factories, sanitation, and so on, were much the same as in cigar factories. One or two factories were found in which conditions were bad in certain rooms, such, for instance, as the stripping and casing rooms, while in the rest of the establishment they might be excellent. It is not necessary that the tobacco used in cigarette making should be kept moist and pliable through the process of manufacturing as it must be when good cigars are to be made, so there is more likelihood of dust than in high-grade cigar factories. There is usually only one room, however, in which women work where this difficulty is likely to arise—that in which the cigarette-making machines are placed—and only those actually working at or about these machines are found in these rooms. Stripping, which is done very largely by women, and machine casing, at which women were found working, are both rather dirty operations, but except for these the occupations in which women and girls were employed were clean as well as light.

OCCUPATIONS WITHIN THE INDUSTRY.

The tobacco to be used for manufacturing cigarettes has usually undergone certain preparatory processes of moistening and drying, known as reordering, before it is received at the cigarette factory. Sometimes also the leaves, assorted according to color and quality, have been stemmed or stripped before reaching the factory. In either

case the tobacco is received packed tightly in hogsheads, and the first step is to separate the leaves and get them in a condition for casing.

STRIPPING.

If the leaves have not been stripped, they are sorted as to quality, placed on a moving belt, and run through a cylinder in which they are steamed sufficiently to make them soft and pliable enough to be handled. After this the stem or midvein of the leaf is removed, the process being exactly the same as in the preparation of leaf for cigar making. Not so much care is needed, however, since wrappers and binders are not used in cigarette making, and therefore a tear in the leaf does not damage it.

Conditions in the stripping room are apt to be worse than elsewhere in the factories. The moist leaf inevitably stains the hands, the clothes, and the floor, and there is a certain tendency to look upon the least convenient and most undesirable part of the establishment as sufficiently good for a stripping room. The following description of the stripping department in a large and otherwise well-equipped and well-kept-up factory illustrates this tendency:

> The stripping here is done by women, some of them very old, others crippled. They carry their tobacco, in amounts varying from 30 to 60 pounds, in aprons or sacks tied around their waists, from a central point to their benches, and after it has been stripped, to the scales to have it weighed. The strippers' benches are very low, without backs or rests of any kind; the floors are very dirty, the light is poor, and the women have to lean over their work. Twice a day they get new supplies of tobacco.[1]

Such conditions are plainly unnecessary, since stripping rooms were found which were clean, well lighted, and sanitary.

Sometimes the stems were removed by the stripping machine which was also found in use in some cigar factories. This, on account of the amount of leaf it cut out with the stem, was seldom found except in establishments which also manufactured long-cut chewing tobacco. The stem with the leaf adhering to it could be worked up in this, thus avoiding loss.

HANDLING.

The tobacco is usually received tightly packed in hogsheads. Handling consists of taking it out of these and, by means of forks and the hands, scattering the leaves and loosening them from the bundles or "hands," so that they can be cased more readily. This is men's work.

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[1] From agent's report on ——— factory.

CASING.

This consists of putting the leaves through a bath of flavoring liquid and getting rid of the superfluous moisture either by passing the leaf between rollers or shaking it out by hand. Sometimes the operation of handling is omitted and the tobacco, when taken from the hogshead in which it is received, is placed in a revolving cylinder in which the lumpy, tangled masses of leaf are shaken apart, and at the same time are subjected to a steam-softening process and sprayed with flavoring solution. In general this is men's work, but in one factory a woman was found doing the machine casing.

CUTTING, DRYING, AND SHREDDING.

After being cased the tobacco is placed loosely by hand in the receiving end of a cutting machine, where it is rolled into a compact state and then passes to the blades, which cut it into fine threads. At this stage it is in a very moist condition; it is therefore passed through a hot-drying cylinder, and thence by a conveyor belt to a revolving cooling cylinder, from which it drops into trucks and is wheeled to a cooling room, where it remains several days slowly cooling. It is then fed into another cylinder, spiked on the inside, which as it revolves breaks or shreds the fine-cut tobacco, bringing it into the state required for cigarette making. These operations are all performed by men. Sometimes the tobacco is flavored a second time after it has been cut and cooled.

CIGARETTE-MACHINE OPERATOR.

Cigarettes are made either by hand or by machine, the latter being the more common method. There are two general kinds of cigarette machines, turning out, respectively, round and oval cigarettes. The machines used mainly for making the oval Turkish cigarettes require so much strength and so much knowledge of machinery on the operator's part that in general they are managed by men. The machine which turns out round cigarettes is simpler and lighter, and was generally in charge of a woman operator.

These machines differ in details, some being more automatic and more complex than others. In general the prepared tobacco is fed into them, passes through rollers which shape it into cigarette form, then moves on to a band of paper which is automatically wrapped and pasted around it, is pressed against a circular knife which cuts sections of cigarette length, and these drop through a groove onto a tray before which sits a woman known as a catcher.

The operator's work, which requires her to stand, consists in tending the machine, seeing that it runs properly, that the cigarettes

come out in good shape, and that nothing interferes with the flow of the tobacco. Should any interference occur she is expected to stop the machine and adjust it. Should anything go wrong with the machine itself the machine adjuster, a man, is called upon to repair it.

CATCHING.

The catcher sits before the cigarette machine, watching the cigarettes as they fall, stacking them on the trays, and examining them for imperfections. The work requires some training, as the catcher must be able to tell at a glance whether the cigarette is too soft or too hard, whether it is crumpled at the end, or shows any other imperfection. She sits at her work and has no opportunity for a change of position unless the machine is stopped to make some adjustment. During a day of 10 hours the catcher will catch and examine from 130,000 to 200,000 cigarettes.

CLASSING.

This occupation, which is much the same as that known as picking in a cigar factory, is all done by women. The classer, sitting at a table, sorts out the cigarettes having the same colored tobacco at the ends, so that those in a given package may be uniform in color. She is also expected to throw aside all badly made or imperfect cigarettes. The work is light and easily learned.

CORK TIPPING.

When the cork used for tipping certain kinds of cigarettes is prepared in the factory itself, the work is usually done in a special department away from the cigarette making proper. Thin sheets of cork are pasted by girls upon a backing of paper, and put through a cutting machine which cuts them into strips and winds these upon reels. Girls or women operate this machine, which is safeguarded so that there is no danger to the operators. Like the girls who line the cork, however, they must stand at their work.

The cork-tipping machine is tended by two women or girls. One, the feeder, places cigarettes in a hopper from which they pass onto a moving belt which carries them under a reel of the prepared cork. The cork is folded over one end, cut, one end daubed with paste and folded back, forming a tip, and the finished cigarette falls from the machine onto a tray. The feeder's work is merely to put in the cigarette, to see that the branded ends all point one way, and that the cigarettes lie flat. She has six or eight machines to tend, each of which will tip about 28,000 cigarettes in a 10-hour day.

There is no skill required and the work is light, but she must stand all day.

The operator must see that the cork runs smoothly and uncrumpled, that the paste does not run out, that the cigarettes come through without hindrance, and in general that the machine works properly. She sits at her work. No skill is required and there is no danger from the machine.

HAND CIGARETTE MAKING.

This is done by both men and women. The cigarette maker sits before a bench on which are placed tobacco, the paper tubes which are to hold the cigarettes, scissors, a small stick, and two pieces of paper, one fastened to the bench and the other loose. Taking a small amount of tobacco the worker wraps it in the loose piece of paper and rolls this on the piece of paper fastened on the bench into cigarette form. He pushes this roll of tobacco wrapped in paper into the cigarette tube, pushes his small stick against it, and thus holding the tobacco in place withdraws the paper in which it is wrapped. This leaves some superfluous tobacco sticking out of the end of the tube, which is cut off with the scissors, and the cigarette is finished. A good hand worker can make about 2,000 round or 1,500 oval cigarettes in a day of 10 hours, while the cigarette machines turn out in the same time 200,000 round and 135,000 oval cigarettes, a fact which affords an easy explanation of the preference for machines. In order to work faster, the cigarette maker bends over the table in a constrained and unnatural position. Apart from this and from the strain involved in working at a high speed, the occupation has no harmful features.

MACHINE PACKING.

This method of packing is used mainly for the round cigarettes. The machine, which is complicated and elaborate, makes the pasteboard case or box in which the cigarettes are packed, pushes the proper number of cigarettes into it, puts the cover or outside of the box over it, and folds in the ends. Two women or girls are employed on each machine, the feeder and the operator. The feeder takes the trays of cigarettes as they are brought from the cigarette machine, and places the cigarettes in line upon a moving belt which carries them into the machine, the heads or the trade-mark ends all pointing one way. A machine will pack from 275,000 to 300,000 cigarettes in a day, and the feeder must see that the supply is sufficient and continuous. She must stand at her work. She is in no danger from the machine and has no heavy lifting or difficult work of any kind.

The operator, who sits before the machine, is expected to watch closely the boxes as they emerge and see that they are complete and

perfect. If they are not, or if anything about the machine does not seem to be working smoothly, she must adjust the difficulty or, if that is beyond her powers, must call in the machine adjuster. She is in no danger from the machine and, apart from the strain of continuous attention, her work involves no difficulty.

HAND PACKING.

This also is a woman's occupation. The packer sits at a long bench on which are the cartons and the trays of cigarettes brought from the machines. Aligning the cigarettes on the bench in front of them, the packers rapidly push or place them in the box, usually handling five at a time, and close the box. The work is light and easy and the only strain involved is that due to the demand for speed. The movements soon become mechanical, so that the packer is apt to keep her hands and body moving unconsciously even when she is not packing. A quick worker can pack from 35,000 to 40,000 cigarettes in a day of 9 or 10 hours.

STAMPING.

This consists in pasting internal-revenue stamps upon each package of cigarettes. The stamper stands at a table, having before her a board covered with paste in which rows of revenue stamps are placed. Taking a row of stamps in her right hand and a package of cigarettes in her left, the woman puts a stamp over the end, gives a quick jerk which tears it off from the row, puts the package back, seizes another, repeats the operation, and so on indefinitely. The women and girls get to doing this sort of work very rapidly, as it is wholly mechanical. Some of them fall into a rhythmic jerking of the hand and swinging of the body which they keep up even when halted for a short time by some lack of material.

In one factory cheap cigarettes of a certain kind were carried on a moving belt from the packing machine to the stamping table, where they were dropped on another moving belt which ran the length of the table, from which they were taken by the stampers. This combination of a packing machine, which puts 275,000 to 300,000 cigarettes into boxes a day, and a moving belt furnishes a means of speeding. One girl less was put at a table than the number necessary to handle the stamping without undue speed. Consequently the boxes of cigarettes soon began to pile up, so that the stamper, consciously or unconsciously, felt the need of hurrying to keep up with her work. An extra girl was put on to help stamp when too many boxes got piled up on the table.

EXAMINING, SEALING, ETC.

After being stamped the packages of cigarettes are examined to see if any imperfections are apparent and to make sure that none have missed stamping. They are also counted, to make sure that their number corresponds to that of the revenue stamps given out to the stampers. The boxes are then packed in cartons, and these are sealed by means of a strip of paper pasted around them. The cartons are then wrapped in paper, which is sealed so that it can not come undone, and the packages are ready for packing and shipping. These operations are all performed by women and girls. The work is light and mechanical, and usually involves standing all day.

At various stages in the process of transforming the prepared tobacco into cigarettes inspectors, usually women, examine the work to make sure no imperfect or badly made cigarettes are getting through. There are also a certain number of errand girls, and girls or women engaged in carrying supplies and in similar light work.

THE LABOR FORCE.

The number and proportion of men, women, and children in the factories visited have already been given (see table, p. 77). The females over 16 form a noticeably larger proportion of the workers than is the case in the making of cigars. This is probably due to the extensive use in cigarette making of machines easily tended by unskilled workers, which girls and women will manage at wages which would not secure adult men. The proportion of children in the two industries is not very dissimilar.

The proportion of women over 16 employed varies materially from one establishment to another, ranging from 32 per cent in factory No. 1 to 77.9 per cent in factory No. 4. The proportion of children varied from none in factory No. 2 to almost one-fifth of the total force in factory No. 6.

AGE OF EMPLOYEES.

Table I shows by sex and by States the ages of the 1,947 workers for whom these facts were gathered. The very young workers found in the cigar-making industry do not appear here, none being found under 13 and only 9 being under 14. Relatively few of either males or females were under 16—6.13 per cent of the males and 5.05 per cent of the females—but from 16 up to 22 a larger proportion of the females than of the males are found at each year. At 23 the males take the lead, and from that time on the difference in their favor is marked. The age level of the female workers is higher than in the cigar industry, only one-fourth (24.63 per cent) of the cigarette makers being under

18, and not quite one-half (46.46 per cent) under 20, as against 31.31 per cent and 53.82 per cent of the cigar workers in the same age groups.

Considering only the female workers, great differences in the age grouping are found from State to State. Very few girls under 16—only 8—were found in the Northern States; North Carolina and Louisiana, which furnished only 28.3 per cent of the 1,425 female workers included in this table, employed 88.9 per cent of the 72 girls under 16 found in the factories. The following table shows for each State the number of female workers studied and the proportion in each of three age groups:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CIGARETTES.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Massachusetts	49	34.71	51.03	16.33
New York	972	20.47	43.31	28.90
North Carolina	206	25.24	43.20	26.22
Louisiana	198	41.93	64.15	13.62
Total	1,425	24.63	46.46	25.96

This shows that for the whole group the age level is rather high, being brought up by the relatively large number of older workers in New York and North Carolina. These two States had the largest factories visited, which means the largest number of supervisory positions, which are apt to be filled by older workers. This, however, could account for only a part of the difference, and the data at hand do not afford any explanation beyond this for the proportion of older workers in these States. The contrast between Louisiana and North Carolina is especially striking, because in both States white Americans constituted the main part of the force, yet the proportion of workers aged 25 and over was nearly twice as great in one State as in the other. So few different establishments were studied that the whole difference may very possibly be due to local conditions affecting the labor supply.

RACE OF EMPLOYEES.

Table II shows by age groups and sex the race of the 1,947 workers for whom these facts were obtained. The preponderance of American workers is marked, they constituting not far from half of the total group, and the whites alone furnishing more than two-fifths of the whole 1,947 workers. Next to the Americans, the Irish are the most numerous race, constituting practically one-fourth of the group. The Germans come next with 7.60 per cent, but no other

race furnishes as much as one-twentieth of the whole. The white Americans, the Irish, and the Germans are somewhat more numerous proportionately among the female workers than in the whole group, but the difference is not marked. The colored Americans are found almost entirely among the male workers.

Considering only the female workers, it appears that the leading races are very differently represented in the different States. In Massachusetts the Americans form 14.3 per cent and the Irish 24.5 per cent of the group, no other race furnishing as much as one-sixth. In New York the Irish lead, furnishing 41.7 per cent of the total, the Americans come next with 25.5 per cent, while the Germans furnish 10.9 per cent. In North Carolina, with the exception of four colored women, the female force was composed wholly of white Americans. In Louisiana, likewise, the white Americans preponderated, forming 81.3 per cent of the total; the Germans came next with 6.1 per cent, and no other race formed as much as one-twentieth of the group.

The age distribution of these leading races differed markedly. The Americans were the most youthful group, 55.2 per cent of their number being under 20, while of the Germans and Irish, respectively, 43.3 per cent and 28.1 per cent, were in this same age group. Of the female workers under 16 all but 11.1 per cent were white Americans, while of those under 20 the Americans formed 51.5 per cent.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of 1,946 workers for whom these facts were learned. Of the female workers 86.95 per cent, as against 52.4 per cent of the male workers, were single. Among the females the three leading races showed a close resemblance in the proportion of single, which was for the Americans 88.7 per cent, Germans 88.3 per cent, Irish 84.6 per cent. Of the married, not widowed, of these three races the Irish show the smallest proportion, 5.7 per cent, the Germans come next with 8.3 per cent, almost paralleled by the Americans with 8.4 per cent.[1]

HOURS OF LABOR.

The following table shows the hours of labor in the different factories visited. It will be noticed that Saturday is everywhere made a short day, except for the male workers in the Louisiana factory. None of these establishments have the 60-hour week which was not uncommon for cigar makers, though New York with a 57-hour week, North Carolina with 58, and Louisiana with 57 for its male workers do not fall far below. The North Carolina factory not only has the longest hours but is the only one which shows overtime.

[1] These per cents for the different races are based on figures in Table V.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CIGARETTES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Massachusetts	9	4½	.....	49½	30	.....	.....
2	Do	8	6	.....	46	30	.....	.....
3	Do	9	5	.....	50	60	.....	.....
4	New York	10¼	5¾	.....	57	[1]30	.....	.....
5	North Carolina	10	8	.....	58	60	15	5
6	Louisiana	9½ 9	9½ 5	.....	57 50	60	.....	.....

[1] Special permit from factory inspector for shortening lunch period.

EARNINGS.

Table VI shows by age groups and sex the earnings during a given week of the 1,942 workers for whom these facts were gathered. The disparity between the earnings of the sexes is marked, but not so great as in some other industries. Indeed, in the group under 16 years of age the males actually show a larger proportion receiving under $6 than the females; moreover, no boys under 16 earned as much as $8 for the week, while one girl in this age group reached this sum. In the next group, those aged 16 and 17, though the difference between the sexes is in favor of the males, it is not large, and again a few girls are found in a higher earnings class—$10 or over—than any of the boys reach. But among those aged 18 to 20 years, the balance swings definitely in favor of the males and thenceforth the proportion of men in the lower earnings groups is very much smaller than the proportion of women.

As compared with the earnings of women in the other industries studied, those of the cigarette makers show rather a better level, three-fifths of those studied having made $6 or over and 5.56 per cent $10 or more during the week taken. Ignoring the younger workers and taking only those who, being 18 or over, might be considered to have reached an age at which they should earn living wages, 66.8 per cent earned $6 or more, and 24.6 per cent $8 or over. The following table shows by States the proportion in specified earnings groups during the given week.

PER CENT OF FEMALE WORKERS 18 YEARS OF AGE AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—CIGARETTES.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
Massachusetts	32	15.6	31.2	90.6	.....
New York	773	18.2	33.0	74.6	8.3
North Carolina	154	13.0	26.0	77.9	3.2
Louisiana	112	28.6	44.6	73.2	6.3

SUMMARY.

Cigarette making, while rather a minor industry, has grown rapidly within the past few decades. It is very largely a machine industry, and women are numerously employed both in tending the machines and in light hand occupations; to a less degree children are also employed. The work done by women and girls in general requires little skill.

The industry is but little affected by seasonal fluctuations and overtime rarely occurs. There is little competition between the sexes, men being employed where strength is needed and in a few occupations needing skill and training, such as machine adjusting, while women do the light and unskilled work. When both sexes are found in one occupation, such as packing cigarettes by hand, rates of pay are the same.

Americans predominate among the workers, and there is no evidence that they and the English-speaking foreigners are being driven out by the newer immigration. Hours did not exceed 58 per week in the establishments visited. A good many of the workers had to keep up with machinery, and this fact, together with the piece rates paid for much of the work, tended to make the pace rapid. Three-fifths of the total number of female workers studied earned $6 or over during the week selected.

CIGARS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

In 1905, according to the Census of Manufactures taken in that year, there were 54,426 women and 5,149 children under 16 employed in the manufacture of cigars. Moreover, the number of women and of children employed had increased with impressive rapidity during the five years between 1900 and 1905.[1] On these accounts and for the added reason that the employment of girls and young women in any occupation which involves handling tobacco is looked upon with disfavor in some quarters, it was deemed advisable to include cigar making in this investigation. Fifty-eight establishments, located in 15 States and employing 15,782 wage earners, were visited. The following table shows the location of the factories and the distribution by sex and age groups of the employees:

[1] Special Reports of the Census Office, Manufactures, 1905, Part III, pp. 554, 556. The increase in the number of women in the cigar and cigarette industry for the five years was 51.5 per cent and of children 49.4. The rates of increase are not given for the two branches separately, but since in 1905 only 4.8 per cent of the women and 2.3 per cent of the children employed in the combined industries were engaged in cigarette making, it is evident that by far the larger part of this increase must have occurred in the manufacture of cigars.

NORMAL NUMBER OF MALES AND OF FEMALES, 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE, EMPLOYED IN EACH ESTABLISHMENT—CIGARS.

Establishment number	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Maine	19	10				29
2	Do	19	9				28
3	Massachusetts	56	17		2	2	75
4	Do	41	14				55
5	Do	17	7				24
6	Rhode Island	22	8				30
7	Do	75	27		2	2	104
8	Connecticut	85	26	1	4	5	116
9	Do	51	17				68
10	New York	114	155	1	1	2	271
11	Do	89	227	1	4	5	321
12	New Jersey	176	708	29	3	32	916
13	Do	28	620	5	33	38	686
14	Do	16	313	2	35	37	366
15	Pennsylvania	10	620	2	70	72	702
16	Do	24	129	1	3	4	157
17	Do	13	96		2	2	111
18	Do	1	50		1	1	52
19	Do	97	190		44	44	331
20	Do	55	285	2	22	24	364
21	Do	10	174		15	15	199
22	Do	51	64	1	4	5	120
23	Do	36	65		1	1	102
24	Ohio	14	365		1	1	380
25	Do	18	301				319
26	Do	18	110	1	2	3	131
27	Do	73	48				121
28	Do	26	92				118
29	Do		45				45
30	Do	33	9				42
31	Do	43	24				67
32	Do	11	21				32
33	Illinois	309	243		4	4	556
34	Do	102	30		2	2	134
35	Do	25	10				35
36	Indiana	6	67		2	2	75
37	Do	33	682		162	162	877
38	Do	4	200		32	32	236
39	Michigan	19	1,000	1	120	121	1,140
40	Maryland	30	22	1	1	2	54
41	Do	83	159	2	27	29	271
42	Do	91	244	4	9	13	348
43	Do	104	509	2	76	78	691
44	North Carolina	38	143	8	29	37	218
45	Florida	400	111	7	7	14	525
46	Do	51	17	1	1	2	70
47	Do	196	174	6	9	15	385
48	Do	402	66	3	3	6	474
49	Do	240	128		5	5	373
50	Do	70	36	4	3	7	113
51	Do	56	14				70
52	Do	269	84	9	4	13	366
53	Do	130	48	4	6	10	188
54	Do	414	73	3		3	490
55	Do	172	70	8	3	11	253
56	Do	335	66	14	3	17	418
57	Louisiana	117	304	3	31	34	455
58	Do	25	352	3	105	108	485
	Total	5,062	9,698	129	893	1,022	15,782

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 58 CIGAR FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	5,062	32.1
Females	9,698	61.4
Under 16 years:		
Males	129	.8
Females	893	5.7
Total	15,782	100.0

CHARACTER OF THE INDUSTRY.

Beginning with a single factory in Connecticut in 1810, the manufacture of cigars has spread through every State and Territory of the Union, even Alaska reporting one factory in 1905. During this period, however, the industry has naturally undergone material changes. Up to about 1860 it was carried on solely as a hand industry and for the most part in very small establishments, the proprietor more often than not being also a retailer of his own product. No machinery was needed, and if a journeyman cigar maker became dissatisfied with the terms of his employment it was an easy matter for him to set up in business for himself. In 1861 the imposition of an internal-revenue tax brought about a change in the industry which from that time forward showed a tendency to consolidate in large establishments. This tendency was strengthened by the introduction of machinery, which in its turn—since it could easily be managed by unskilled workers—promoted the employment of women, and both the use of machinery and the employment of women were helped forward by a series of unsuccessful strikes on the part of the male cigar makers. The effect of these different movements is shown in the relative increases in number of establishments, number of employees by sex, and value of product from 1860 to 1905. The number of establishments increased in 1905 to 11.1 times, the number of wage earners to 16.9 times, the number of women wage earners to 78.2 times, and the value of the product to 23.6 times the corresponding figures shown for 1860.[1] In other words, although there have been increases all along the line, the number of establishments shows a smaller growth than any of the other items, and the increase in the number of women employed is very much greater than in either the total number of employees or the value of the product.[2]

The development of the industry along these lines has been very far from uniform. It is possible to find large establishments in which machinery is used in nearly every process, in which subdivision of labor is carried to the highest pitch, and in which the employees number well up in the hundreds. Elsewhere may be found tiny establishments located in the proprietor's cellar or attic or living room and carried on by his family as a home and hand industry; and all the successive stages between these two extremes may be studied almost side by side.

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[1] Computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 556.

[2] For a discussion of women in this industry, see Vol. X of this report, History of Women in Trade Unions, pp. 91–94, 178–180.

COMPETITION BETWEEN THE SEXES.

The employment of women and girls offers almost equal diversity. In some factories they do only the least skilled work, stripping and machine bunching and labeling or stamping. In others they are skilled workers, "out-and-out cigar makers," as they are called, or pickers or shaders, whose occupation, one of the most exacting in the establishment, consists of assorting the finished cigars according to their exact shade or subshade of color. In some factories, as in most of those visited in Florida, there seemed a preference for men as skilled workers, even though it was said the women could turn out equally good work; in other cases employers were indifferent or preferred the women. Almost everywhere women predominated in the unskilled work, probably because they could be secured for this at wages which would not attract men. Judging by the conditions seen in this investigation, it would seem that women are losing ground, or at least are not gaining, in the skilled occupations, and that their relative increase in the industry is due to the growing use of machines which require little training, strength, or intelligence on the part of the operator.

To a considerable extent this is for women a machine industry, although it employs large numbers of them in handwork. The machines used are light and simple, easily learned, and involving no dangerous features. Neither machine nor hand work demanded heavy physical labor. A few operations required continuous standing, and in the occupation in which women are most numerously employed, stripping, although the workers sat, the seats were frequently too low, making their position a constrained and faulty one.

REGULARITY OF THE WORK.

In general the work is not seasonal. There is apt to be a busy time, especially in the plants which turn out fine handmade cigars, for a month or six weeks before Christmas, and a corresponding period of dullness afterwards. Overtime is distinctly unusual, however. Only 10 of the 58 establishments visited reported overtime, and usually this was of short duration. One or two important operations in the preparation of fine cigars must be done by natural light, which of course prevents night work in establishments turning out this class of goods. Some establishments of this kind were even found in which there was no provision for artificial lighting of any kind in the cigar-making department. In the plants manufacturing cheap goods this difficulty would not occur, and in them overtime might on occasion run into night work.

CLEANLINESS OF THE WORK.

Concerning the cleanliness of the industry reports varied greatly. Handling tobacco, especially when damp, inevitably stains the fingers, but beyond this there seemed to be no objectionable features necessarily and unavoidably inherent in the work. In actual practice, however, objectionable features were common. In making good cigars the tobacco must be kept moist through the whole process in order that it may be handled without breaking. A number of managers consider that this end can be attained only by preventing any movement of air in the workrooms, so that though windows might be abundant and ventilating devices provided, both were tightly closed and the condition of the air was abominable. In other cases, where the managers would have been willing to have windows open, the workers objected to the draft or the chill, with the same results as far as the air was concerned. In the manufacture of cheaper products, on the other hand, there are several dusty processes, such as cleaning the tobacco for stogies and cutting the dry filler for some kinds of machine-made cigars. Very frequently the rooms in which these were carried on had no ventilation. It was not uncommon for the men cigar makers both to smoke and spit freely in the workrooms. In many places, too, it was customary to have the tobacco thrown or dropped upon the floor beside the worker, and to drop stems, cuttings, and scrap upon the floor, creating an impression of disorder and untidiness, if not of dirt. Considering all these factors, the industry can not be called a clean one in general practice, although some of the factories showed conclusively that it might be made so.

HEALTHFULNESS OF THE WORK.

The question of whether or not work in tobacco-handling occupations is prejudicial to health has been hotly debated, and good authorities can be quoted on both sides. At the time of this investigation both Wisconsin and Ohio had forbidden the employment of girls under 16 in any occupation which involved working with tobacco, several other States were considering the adoption of such a prohibition, the National Child Labor Committee had incorporated it in the model child labor law which was to be worked for throughout the Union, and in France [1] and in Germany [1] special regulations had been adopted concerning the employment of children and women in certain kinds of work with tobacco. The grounds of objection were that the active principle of tobacco might be absorbed both through the lungs in breathing and through the pores of the skin, and that so absorbed it is a true industrial poison, lowering the vitality and sometimes producing temporary blindness, tobacco heart, or other

[1] See Bulletin of the United States Bureau of Labor, No. 89, pp. 170, 252.

ills; that it is especially harmful to women, rendering successful maternity difficult and sometimes impossible; that the dust inhaled by the workers in some processes tends to induce tuberculosis;[1] and that the strain of the rapid work demanded of the employee is too great for women and girls, wearing them out prematurely and unfitting them for normal life after they leave the industry.

It will be observed that these alleged ill effects fall into two groups, those caused by the tobacco itself and those caused by overspeeding, the latter being harmful in itself, regardless of what substance the worker handles. To treat this point first, it may be said that in this investigation no "speeding up" process among the women was found. In some occupations a weekly wage was paid on the express ground that a piece rate might tempt the employee to work more rapidly and that the quality of the work might suffer thereby. In other occupations in which a piece rate was paid the agents were repeatedly assured by workers and supervisors alike that after a certain amount of practice a girl struck her speed, beyond which she could not or would not go, and that this speed was usually not such as to involve overstrain. For example, in a factory turning out a cheap product, one roller frankly stated that she did not believe in working steadily.

Her record showed 1,000 stogies in a day of eight hours, and she worked in a leisurely manner, with occasional rests and continual talking. She made 1,200 a day for two months, but decided that the extra exertion was too exacting, and returned to her former number. As she said, she preferred to take things easy.[2]

Again, in a stogie factory, the bookkeeper asserted that the women were able to make more than they were doing but would not work up to their full speed.

He said they would not overexert themselves. They relaxed in their work as the day wore on, and would not go over their usual amount. On the other hand, the men were always anxious to make more money, and in their efforts to speed turned out defective work.[2]

Similar testimony was volunteered in a number of other plants. Of course, there is no intention of asserting that speeding up does not exist in cigar making, and when it exists it would indubitably be as harmful as in any other industry. It is certainly not universal, however, and since it was not discovered in an investigation covering 58 establishments in 15 different States it is probably not common. The industry, in fact, does not lend itself as readily as many others to speeding up processes. Piece rates may offer an inducement to rapid work, and the threat of dismissal if a certain standard is not attained

[1] For a discussion pro and con of the ill effects of working in tobacco, see Oliver, Diseases of Occupations (1908), pp. 263–266.

[2] Extract from report of agent on ——— factory.

may serve as a spur, but there is no possibility of setting a pace by machinery with which the worker must keep up.

Turning to the question of the physical effects of the work itself apart from the matter of speeding, the weight of medical authority seems to be against the theory that any injury to health results from the work if it is carried on under proper conditions of ventilation, cleanliness, etc.[1] One exception must be made to this generalization. There seem to be a few people so sensitive to the odor and dust of tobacco that it is impossible for them to work in it. The women and girls questioned not infrequently said that when they first entered the factories they had suffered for a few days from headache and nausea, but that these effects soon wore off and thereafter they had suffered no inconvenience. Occasionally, however, they would tell of some friend or acquaintance who had tried to take up the work but who had suffered so persistently and severely from these effects that she had been obliged to give up and had gone into some other industry.

To say that cigar making is not necessarily prejudicial to health is, however, a very different matter from saying that as actually carried on it is not injurious. As a matter of fact, harmful conditions were common. The lack of ventilation, already spoken of, was a general—not universal—and flagrant offense against the laws of health. Even when care was taken to keep the workrooms as clean as possible the air became oppressive and to one from outside intolerable very shortly after work began in the morning. And in a number of cases cleanliness was not maintained. It was not uncommon for men to smoke at their work, and though spittoons were usually provided for those who chewed, there was some carelessness about using them, many of the workers seeming to think that if they spat in that general direction it was sufficient.

Almost as common as the lack of ventilation was the habit among bunch makers, rollers, and cigar makers of biting off any excess tobacco at the ends of the bunch or cigar, or of finishing the head of the cigar in the mouth. Generally the worker spits out the scraps of tobacco bitten off, but there is always a liability that they may be swallowed. Several doctors spoke of having treated cases of "tobacco heart" among women, which they attributed to this practice, as the patients did not use tobacco. This custom is wholly unnecessary, but has established itself so firmly that the majority of cigar manufacturers do not attempt to combat it. A few managers, however, had opposed it successfully. One very large factory, for instance, was found in which placards, conspicuously posted in the workrooms, forbade the practice under penalty of immediate dismissal.

[1] See on this subject Bulletin of the United States Bureau of Labor, No. 82, pp. 545–574, especially pp. 560, 564.

The rule was strictly enforced, and the custom seemed to have been broken up completely in that establishment.

GENERAL SANITARY CONDITIONS.

In the majority of cases, except for the necessary litter of tobacco, the workrooms were fairly clean, but a few exceptions were found in which conditions were very bad. Conditions as to light differed widely according to occupation. Cigar making, sorting, and packing require good natural light, so that these workers had nothing to complain of on that score. Other employees did not fare so well. The casers, all men, and the strippers, who were largely women and children, were frequently found working by poor or artificial light. In the large factories housed in modern structures conditions were usually good for all workers.

The sanitary accommodations provided for women varied greatly according to the individual factory. The most general fault was insufficient provision of this kind, the accommodations falling below the usual legal standard in 23 of the 58 factories. The toilets were very generally kept clean, only 5 being reported in bad condition, but privacy of approach was lacking in 9 cases, and in two of these the toilets were used promiscuously by both sexes.

Dressing rooms were provided in 26 factories. Some others had closets or cloakrooms in which outside wraps might be hung, but which the women could not use for changing from street to working clothes or back again. Yet they very commonly wear special clothes during working hours. Separate wash rooms were provided in 35 cases; in the others sinks in the workroom were the only washing facilities furnished.

OCCUPATIONS WITHIN THE INDUSTRY.

The subdivision of work, and consequently the occupations, differ greatly in different factories, but roughly the tobacco must go through the following processes: On its arrival at the factory the tobacco used for making cigars, which has usually already gone through some preliminary sorting and cleaning operations, is first cased.[1] That is, the bunches or hands of leaves are dipped either into clear water or water with a weak acid or flavoring added, the superfluous liquid is shaken off, and the tobacco is placed in a tray or case and covered with damp cloths. According to the condition of the tobacco it may go directly to the strippers or be put through a sweating process. Casing is done by men only.

Stripping, the next process, consists of taking out the midrib or stem of the leaf. After it has been stripped, the leaf which is to be

[1] See Tobacco (Smoking and Chewing) and Snuff, this volume, pp. 307 to 322.

used as filler, i. e., is to form the body of the cigar, goes to the filler drier, a man, who flavors and dries it to the proper degree. If it is what is known as long filler it goes next to the cigar makers; if it is short filler, it is first cut or shredded by machinery. The cigar makers then form the filler into cigar-shaped bunches and roll it up, first in the binder and then in the wrapper. After the finished cigars leave the hands of the cigar makers they are sorted according to color, packed, pressed, a fancy band put on, or the cigar branded, or both, and repacked, after which the box is labeled and the necessary internal-revenue stamps put on and canceled. The occupations in which women are engaged may be more fully described, as follows:

STRIPPING.

Stripping in its simplest form consists of merely removing the mid-vein from the leaves of tobacco which are still moist and pliable from the casing, but ordinarily a little more than this basic operation is expected from the worker. The tobacco leaves are divided into three grades, filler, binder, and wrapper, the degree of care required in the work increasing in each grade. The stripper, her tobacco piled beside her, sits at her work, sometimes within a stall resembling a packing box with top and one end removed, sometimes beside a bench or table, and sometimes in the very small factories on boxes or stools or anything which comes handy. Sometimes the tobacco is brought to her and carried away, after being stripped, by floor boys; sometimes she attends to these details herself, thus obtaining a change of position.

Taking one leaf at a time, the stripper unfolds it, smooths it out, doubles it along the midrib, catches the leaf near its upper end in one hand, and with the other pulls or strips the midrib from the leaf, beginning at the top and winding the stem around her hand as she strips it from the leaf. If she is working on filler tobacco, she is expected to lay the stripped leaves together in pound packages, scales being provided for her to weigh it on. Filler stripping requires but little care because the leaf is not seriously injured if somewhat torn; it is to be used inside of the cigar and holes and tears are of little importance. Consequently beginners and the lowest grade of workers are put at this work.

Binder and wrapper stripping are done in the same way, but with much more care. Binder leaf furnishes the first wrapper, known as a binder, which is to hold the filler together. This binder must be free from holes or tears, so any injury to the leaf decreases the number of binders which can be cut from it. A slight tear may not harm it, but if the leaf is seriously injured it must be used for filler. Wrapper stripping demands still greater care because the outer covering or wrapper must be without defect of any kind. Frequently Sumatra

tobacco is used for wrappers. This costs from $3 to $5 a pound and is worthless for fillers, so that if a leaf is badly torn it is a dead loss. Binder and wrapper strippers are usually paid by the week, on the ground that if they were paid piece rates they might in an effort to increase their output work with less care, and damage too many leaves.

In a few factories machine strippers were found. These were of simple construction, a series of bands and tapes carrying the leaf when once placed in position under a knife which cuts out the stem. The machine can not work so carefully in regard to saving leaf as the hand stripper can, and was seldom found except in factories so large that the stem with the leaf left on it could be used in the manufacture of a by-product.

After being stripped, binder and wrapper leaves must be booked or piled smoothly on top of one another in bundles from which 50 binders or wrappers can be cut. With wrappers an additional process of selection must be gone through, half leaves or sides of the same color being put together. This work is sometimes done by the stripper and sometimes by another worker known as a selector or sorter. In order to determine how many sides it will take to make 50 wrappers or binders, the stripper or selector must know the size and shape of the cigars to be made, must bear in mind the necessary size of the wrappers, and must be able to tell whether one, two, or three cuttings can be made from a side, making due allowance for any holes or imperfections. If this is not done carefully either the cigar makers will find it impossible to get the required 50 cuttings, or they will have more leaf than is needed and may waste the surplus without detection.

BUNCHING.

Sometimes the cigar is made throughout by one person, but more often two, known respectively as the buncher and the roller, work on each cigar. Not infrequently the buncher is a woman and the roller a man, though women work in both capacities. Bunching for cigars made wholly by hand is looked upon as a skilled occupation, and is done by men or by older women who have had time to acquire skill. Bunching for cigars which are made with the aid of the suction table instead of by hand requires less skill.

The bunch maker is provided with a supply of binders cut ready for use, and with a given weight of tobacco from which she is expected to get a specified number of cigars. This gives a means of checking up her work; if she is wasting material or is making the cigars too heavy or too long, she can not get the required number from each pound of tobacco.

Taking an amount of tobacco proportioned to the size of the cigar to be made, the buncher books the pieces or places them smoothly side by side with the coarse part of the leaf in the tuck and the veiny or fine part of the leaf in the head. Forming it roughly into cigar shape, she wraps it in the binder, cuts or bites off any superfluous tobacco at the ends, and places the bunch in a mold which will hold a dozen bunches. This mold consists of two halves, the cigar-shaped grooves of which fit over each other. When a dozen bunches have been made the two halves of the mold are clamped together and the bunches are pressed and held in shape until taken out by the roller.

The buncher must have a "dry hand"—that is, a hand which does not perspire—as moisture would be absorbed by the tobacco, making it pack and requiring more of it for a cigar of a given size. Upon the bunch maker depends the weight and shape of the cigar, whether it is hollow in spots or firm all through and whether it will burn properly or not. As any defects in the making are hidden by the binder and wrapper, it is important that the buncher should be able to do the work well and uniformly.

MACHINE BUNCHING.

Several different kinds of machine bunching were found in the factories. In the simplest of these the machine consists simply of a strip of canvas and a pair of rollers. The buncher arranges the tobacco as before, places the binder in position on the canvas strip, gives it a slight roll, puts in the bunch, gives the roller a turn, and the cigar comes out with the binder wrapped about it. It is placed in the mold and passed on as in the case of the handmade bunch.

A more elaborate machine was found in use in some of the large factories, operated by three adult women. One standing at the right of the machine lays the binder in a compartment and over it the filler. The second woman, seated, operates the machine which rolls the filler in the binder and cuts it off in proper lengths. The third, standing on the other side of the machine, places the finished bunches in a mold similar to that used by the hand bunchers. There are no dangerous features about this machine.

SCRAP BUNCH MAKING.

The foregoing processes were all concerned with what is known as long filler bunch making. For making up the scrap or broken tobacco a different machine is used. The operator feeds scrap into the machine, which rolls it into shape and cuts it off in proper length, after which, with the assistance of a device for rolling, the bunch maker wraps the binder securely around it. The bunch is then

placed in a mold, as usual, and this is sometimes compressed in a hand press.

Bunch makers are usually paid a piece rate, though in some cases those who worked on the machines received a weekly wage. The piece rate varies according to the material used. The work is not difficult, but requires a dexterity in shaping the bunch, which is gained only by practice. Generally a few weeks of training—from 7 to 11, one instructor claimed—fits a person to begin work, but often she does not develop her full speed in less than a year. Remarkable differences exist in this respect; some persons are quite unable to gain sufficient speed to make their work profitable, while others, after two or three weeks, attain full speed.

ROLLING.

In the best grades of cigars, in which all the work is done by hand, the roller is more apt to be a man than a woman, but both sexes are found in the occupation. The roller sits before a bench and is provided with a knife with a convex blade, a smooth, hard, wooden block, and a measuring device. The roller spreads a "side" or half leaf out upon the block and cuts from it a wrapper of the required size and shape; in doing this she rolls the blade from one of its points to the other, thus cutting the leaf without drawing the blade along it, which would involve the risk of tearing the wrapper. The wrapper is cut without any pattern, the operator being expected to have sufficient training of hand and eye to cut it as an artist would draw a free-hand design. None of the leaf must be wasted unnecessarily, and as many wrappers must be cut from a bundle as the selector has charged up against it, or, at least, the number must not fall behind more than four or five wrappers in a week.

There are two kinds of wrappers from each leaf, depending upon which side is used, a right and a left, the one rolled with the right hand and the other with the left. This is brought about by the necessity of keeping the veiny part of the leaf to the head, and of keeping the corresponding surfaces of the "sides" to the outside of the cigar.

Having cut the wrapper the roller holds it flat with one hand, takes the bunch, places one end of it near one end of the cutting, and rolls it, first making a tuck at the end which is to be lighted, and continuing the rolling up to the head of the cigar. The head is then shaped up and rounded off, and a small amount of gum tragacanth is put along the end of the wrapper, which pastes it down and completely closes the head of the cigar. The roller then bites off the extra part of the wrapper at the head, measures the cigar, and clips off the tuck end. This finishes the roller's work.

SUCTION TABLE ROLLING.

This requires a much smaller degree of skill than is needed for hand rolling. The operator sits at a small metal-covered table, in the center of which is a plate shaped like a cigar wrapper, which can be raised above the surface of the table or brought flush with it by the action of a foot treadle. This plate is perforated and the holes are connected with an exhaust system. A leaf of tobacco is placed upon this plate and stretched out smoothly, after which the suction of the exhaust system holds it tightly in place. The operator raises the plate by means of the treadle, brings forward a steel roller suspended on a swinging arm above the table, and passes it over the raised plate. The pressure thus exerted cuts the leaf along the sharp edges of the raised section, thus forming the wrapper. The bunch is then rolled in the wrapper and finished as in the case of hand rolling. The process is easier, however, because since the wrapper is held smoothly in place by the exhaust system the operator can use both hands instead of devoting one to holding the wrapper smooth. There are no dangerous features about the suction table, and the operators sit at their work.

MACHINE ROLLING.

In a few factories the whole process of rolling was done by a machine which somewhat resembled the bunching machine. Ordinarily at least two operatives were employed about this machine—one to feed in the bunches, the other to feed in wrappers and operate the machine. Sometimes a third would be employed to take out the finished cigars and do them up in bundles containing a specified number. No skill is required for operating these machines; they are not used for the higher grade of cigars.

RIGHT-AND-LEFTING.

The right-and-lefter is usually a girl who, standing before a table, spreads out upon it the cigars as they come from the rollers and quickly and deftly separates the cigars rolled with the right from those rolled with the left hand. This operation is not found in all establishments, as frequently the rollers will work upon only right or only left sides, thus avoiding any need of separation. From the right-and-lefter the cigars go to the packers.

PACKING.

This occupation is largely in the hands of men, though women are found in it. It is essential that the work should be done in a good light, so the packers' tables are usually by windows or under sky-

lights. Taking the finished cigars and spreading them before him in small groups, the packer first separates them by color, picking out lights, darks, reds, grays, and so on, putting each shade by itself. This demands a quick and accurate eye for color, as the packer must be able to recognize at a glance differences of shade scarcely perceptible to the ordinary eye.

Having thus assorted a number, the packer arranges a row of one color before him, their heads all pointing away from him. Picking them up one by one, he turns each cigar round and round, examining its shape, the shape and length of the tuck, and any peculiarities or defects it may have, and places together those which are most nearly alike. Taking 13 which are uniformly less perfect than the others, he places them in the bottom of the box, places above them a layer of 12, and so on, always reserving the best and most uniform for the top layer. After these are in place he folds the paper and tinfoil over the cigars, presses the lid down lightly, and sets the box aside for the pressers.

Sometimes this work is divided, one employee, known as a picker, selecting the cigars according to color, and a second grouping them together according to shape, etc., and packing them.

PRESSING.

This work is done by men who nail down the lids of the boxes lightly and place the boxes under either a hand or a power press.

BANDING.

The boxes are next sent to the banders, usually young girls. Seated at a long table they open the boxes with a blunt knife, take out the cigars, being careful to keep them in the order determined by the packer, paste on a fancy band, replace them in the box, and turn the latter over to the presser ,who again puts it through the press. Sometimes a trade-mark of some kind is branded upon the cigar itself. This also is done by women or girls.

After these processes have been finished the boxes must be labeled and wrapped, the revenue stamps must be put on and canceled, and the boxes packed in cases to be sent to the dealers. No skill is required for any of this work. The extent to which it is subdivided and the employment of one or the other sex upon a given part vary from factory to factory.

In addition to the workers mentioned there were in every factory a certain number of foremen, forewomen, unskilled laborers, errand boys and girls, etc. At various stages the work was inspected, either by the foremen and forewomen or by inspectors who might be of either sex. The subdivision of work varied greatly, the most striking

difference being in the making of the cigar. The out-and-out cigar maker both bunches and rolls the cigar, both processes being done by hand. This was formerly the universal custom, but in the factories visited it was more common to find bunching and rolling done separately and the suction table being used in the latter operation. In a few factories where the work is standardized to the highest degree machinery was used for every part of the bunching and rolling and the work was much subdivided.

FILLER CLEANING.

In the factories making stogies, a cheap kind of cigar always made with long filler, women were frequently found employed in cleaning the filler tobacco. The grade of tobacco used for stogie filler is dry and dusty when received, with particles of sand and dirt still adhering to the leaf. To get rid of this the employee shakes or sifts the tobacco gently about on a wire screen, which retains the tobacco but permits the sand and soil to go through. The operation is a very dusty one, and the employee must stand at the work. With this exception the occupations followed by women in stogie making are the same as in cigar making proper.

THE LABOR FORCE.

The table already given (see p. 89) shows wide differences from factory to factory in the number of women and children employed. Wherever machinery was largely used the proportion of women and children runs up rapidly; where handwork was the rule men predominate. One factory was found in which the whole force was female. This was very unusual, as ordinarily there would be at least a few men to do the casing and to keep machines in order. In 12 other factories, however, the female workers formed well over 90 per cent of the total force. From this their proportion ran down to between 14 and 15 per cent of the force. In 15 factories no children at all were employed; in the other 43 factories their proportion varied from 0.3 per cent in establishment No. 24 to 22.3 per cent in No. 58. Girls were much more numerous and also more generally found than boys. In 14 factories girls but no boys were found, and in 18, although both were employed, the girls outnumbered the boys. Only 1 factory employed boys but no girls, 5 employed more boys than girls, and in 5 their numbers were equal.

Considering the distribution by States, Florida shows the smallest proportion of female workers and Michigan the largest. Maine shows no children employed, but the number of workers studied there was so small that this may be purely accidental. In Ohio and Illinois less than 1 per cent were under 16. North Carolina shows the highest proportion of children—17.0 per cent—closely followed by Indiana with 16.5 per cent and Louisiana with 15.1 per cent.

AGE OF EMPLOYEES.

Table I gives by sex and by States the age of the 13,742 employees for whom this fact was gained. This table shows the familiar distribution of the sexes, the majority of the female workers being under 20 years old, and a large majority of the males being over this age. A few very young workers were found, 7 boys and 29 girls giving their age as under 14. One of these was but 9 years old, two were 11, and six were 12. The difference in the proportion of each sex in the younger age groups was striking. Nearly one-tenth of the female workers as compared with a trifle over one-fiftieth of the males were under 16; 31.30 per cent of the females and only 7.51 per cent of the males were under 18, while well over one-half (53.82 per cent) of the females as against less than one-sixth (14.69 per cent) of the males were under 20.

Considering the female workers only, marked differences in their age distribution were found from State to State. In only four States were girls found at work under 14; New York showed 2, aged 12 and 13; Pennsylvania 1, aged 11; Maryland 21, aged 12 and 13; and Florida 6, their ages ranging from 9 to 13. In only 5 of the States—Maryland, North Carolina, Louisiana, Indiana, and Michigan—were as many as one-tenth of the female workers in the group aged less than 16, though Pennsylvania with 9.57 per cent thus aged came very near making a sixth State.

The number of workers studied in the New England States was too small to be indicative. For the States in which data were gathered for a hundred or more workers, the following table shows the distribution of the female workers among specified age groups:

PER CENT OF FEMALE WORKERS IN SPECIFIED AGE GROUPS, BY STATES—CIGARS.

State.	Under 18 years.	Under 20 years.	25 years or over.
New York	5.67	11.34	70.36
New Jersey	33.25	62.20	9.88
Pennsylvania	37.19	62.87	10.38
Maryland	34.73	55.31	15.46
North Carolina	41.04	61.85	10.40
Florida	16.88	29.88	51.00
Louisiana	32.71	48.91	23.88
Ohio	16.86	50.00	17.16
Illinois	16.95	40.48	28.37
Indiana	41.67	60.91	16.87
Michigan	54.80	80.43	3.02

The variations shown in this table are to some extent dependent on the kind of work done in the factories visited. Thus, of the two New York factories visited, one manufactured medium and high grade cigars and the other only high-grade cigars. The latter are made only by hand, and the skill required for good work can be attained only by long practice. Consequently there is but little for

youthful workers to do and the percentage under 18 is very small. On the other hand, when a woman has gained this skill, she has an asset she will not willingly throw away, so she tends to remain in the trade, and the proportion of those aged 25 or over is very high. In Florida, again, the factories visited manufactured almost without exception high-grade cigars, and here also the proportion aged 25 or over is high. In New Jersey, on the other hand, the factories visited turned out medium and cheap cigars, and machinery was used to a considerable extent. The degree of skill required could be gained in a few weeks or a few months at most, hence the large proportion of young workers and the very small percentage over 25. In most of the States this relation is obscured by the fact that the establishments visited represented a diversity of products, ranging from cheroots and little cigars and stogies up to handmade cigars, so that skilled and unskilled workers were both demanded, the latter usually being in the majority.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 14,356 workers for whom information on this point was gained. There is no such marked numerical superiority of one race as is found in some of the other industries, as, for instance, in the manufacture of cigar boxes, in which the Americans constitute 56.44 per cent of the total force. Taking the whole group for whom the race was learned, the white Americans formed the highest per cent—18.77 per cent of the total. They are nearly equaled by the combined Cubans and Spanish, who furnished 16.30 per cent. Next to these come the combined Hebrews, with 12.79 per cent; the Italians, with 11.47 per cent; the Germans, with 11.04 per cent; and the combined Polish, with 9.44 per cent; no other race constituting as much as 5 per cent of the whole. It will be noticed that the industry is very largely in the hands of those of foreign speech, the combined English-speaking races forming only 26.25 per cent of the whole.

The racial distribution of the sexes differs decidedly. Disregarding age, the leading races constitute the following percentages of the sex totals:

PER CENT DISTRIBUTION OF THE SEXES BY RACES—CIGARS.

Race.	Males.	Females.
American (colored)	1.8	2.6
American (white)	12.3	22.2
Cuban and Spanish	40.5	3.7
German	7.3	13.0
Italian	7.8	13.4
Hebrew	15.6	11.3
Polish	1.1	13.8

It will be noticed that the Americans are fewer and the Cubans and Spanish are much more numerous among the male than among the female workers, while the females lead in the proportion of Germans, Italians, and Polish.

The white Americans are considerably more numerous relatively among the female workers under 16 than among those over that age, and the Italians and Polish females also form a larger proportion of the younger than of the older group. With the Hebrews and the Cubans the reverse is true, while the proportion of Germans is almost identical in the two groups.

The proportionate representation of each race varies greatly fro State to State. Disregarding the States in which fewer than a hundred women were studied, and considering only the female workers, New York shows the smallest proportion—1.8 per cent—of white Americans, and North Carolina the largest, 91.9 per cent. The Cubans and Spanish were found principally in Florida; Italians, likewise, were relatively more numerous here than elsewhere, these three races making up 76.7 per cent of the total force of women employed. The Germans are relatively most numerous in Maryland, the Hebrews in Pennsylvania, and the Poles in Michigan. The Bohemians, who in most of the States are either not found at all or only in very small numbers, constitute 62.1 per cent of the female cigar workers in New York and 17.6 per cent in Maryland. Similarly the Hungarians, who elsewhere are numerically unimportant, form 21.6 per cent of the female workers in Ohio.

Table I showed that 53.82 per cent of the total group of female workers were under 20 years of age. The following table shows the proportion of women of the leading races found in this age group:

PER CENT OF FEMALE WORKERS UNDER 20 YEARS OF AGE, BY RACES—CIGARS.

Race.	Per cent.
American (colored)	35.4
American (white)	56.5
Cuban and Spanish	34.5
German	52.0
Hebrew (combined)	60.2
Hungarian	44.2
Irish	34.6
Italians	57.5
Polish (combined)	70.5

The most striking feature of the above is the small proportion of Cuban and Spanish women found in this group, a situation easily explicable in view of the fact that most of these women are skilled cigar makers, not mere tenders of machines. A similar situation is found among the Bohemian women, also known as skilled workers, of whom only 30 per cent are found in this youthful group. The Irish show practically the same proportion under 20 as the Cubans and Spanish, but have a much smaller proportion in the group aged 25 or over.

CONJUGAL CONDITION.

Table IV gives by sex and age the conjugal condition of the 13,743 workers for whom information on these points was gained. Very naturally, in view of the different age distribution of the sexes, the men show a much larger proportion of those who are or have been married than the women, 42.12 per cent of the males being single, as against 79.89 per cent of the females.

Among the women the proportion of the married in the different races shows some curious diversities. The proportion of workers in any race who had been married would probably bear a reasonably close relation to the age distribution within that race, but the proportion of married but not widowed women at work would be affected not only by the age distribution, but by the attitude of that race toward the employment of married women outside of their homes. The following table shows the proportion of such workers in each racial group numbering 300 or more:

PER CENT OF MARRIED (NOT INCLUDING WIDOWED) WOMEN CIGAR WORKERS IN LEADING RACES.

Race.	Per cent.
American (colored)	26.5
American (white)	6.5
Bohemian	38.0
Cuban and Spanish	30.7
German	8.9
Hebrew (combined)	4.4
Hungarian	40.8
Irish	7.2
Italian	28.4
Polish (combined)	9.2

It is generally known that colored women are apt to continue working outside their homes after marriage, but this table shows four foreign race groups with a higher percentage of married women than are found among the colored women. This is not due to age distribution, as the Italians, who come nearest to the Negro women in proportion married, show 57.5 per cent of their number under 20 and 14.2 per cent 30 or over, against 35.4 per cent and 25.1 per cent of the colored women in the same age groups. The Hungarians also show a larger proportion of young workers than the colored women do, while the Cuban and Spanish and the Bohemian groups show a somewhat smaller proportion.

Early marriages seem more common among the women in this industry than in most of those included in this investigation. One hundred and thirty-seven of the married were under 20, and 10 of the widows were in the same age group.

HOURS OF LABOR.

The following table shows the hours worked in the establishments visited. The nonstandardized condition of the industry is shown by the extent to which hours differ within the same State and even within the same factory. This latter divergence is sometimes the result of State laws, as in Ohio and Illinois, where it is illegal to permit girls under a specified age to work more than 8 hours a day, and where, accordingly, if they are employed at all, there are necessarily two sets of hours. Sometimes it results from differences among the workers themselves in respect to organization. The confusion of hours which this causes is illustrated by the situation in establishment No. 6, which has 22 male and 8 female employees. Twenty-one of the men belong to the union and work union hours, 8 a day; 1 does not belong, and works 9 hours a day. Three of the women belong to the union and have a 48-hour week; 5 do not, and have a 54-hour week. In establishment No. 7, although there are three sets of hours, the division is simpler, since the women are all unorganized and all have a 57-hour week, while all but 3 of the 75 men are organized and work only the union hours.

In general Massachusetts showed the shortest hours and Florida the longest. One 60-hour week was found in Pennsylvania, however, a 62-hour week in Maryland, and a 61-hour week in North Carolina. Overtime was not common, but the cases found were rather widely distributed.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CIGARS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Maine	8	8	.....	[1] 48	60	.....	.....
		8	7	.....	[2] 47			
2	Do	8	8	.....	[1] 48	60	.....	.....
		8	7	.....	[2] 47			
3	Massachusetts	8	5	.....	45	60	.....	.....
4	Do	8	5	.....	45	60	.....	.....
5	Do	8	5	.....	45	60	.....	.....
	Rhode Island	8	8	.....	48	60	.....	.....
		9	9	.....	54			
7	Do	8	8	.....	48	60	.....	.....
		9	9	.....	54			
		10	7	.....	[2] 57			
8	Connecticut	8	8	.....	[1] 48	60	.....	.....
		10	9	.....	[2] 59			
9	Do	8	5	.....	[2] 45	60	.....	.....
		8	8	.....	[1] 48			
		8	5	.....	[2] 45			

[1] For males.
[2] For females.
[3] Applies to only 6 out of the total of 30.
[4] Applies to only 3 males out of the total of 75
[5] Applies to only 1 male under 16 years of age.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CIGARS—Concluded.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
10	New York	9¼	7¼		56	[2] 45		
		8	7¼		47¼			
11	Do	10	9		59	60		
12	New Jersey	10	5		55	30	24	3
13	Do	10½	5½		58	[3]		
14	Do	10½	5½		58	30	24	10
15	Pennsylvania	10½	7½		60	[4] 30		
16	Do	9½	4		51½	60		
17	Do	10	5		55	[4] 45		
18	Do	10	4½		54½	[4] 30		
19	Do	10	5		55	60		
20	Do	10	7		57	[4] 30		
21	Do	10	8		58	[2] 30		
22	Do	10			50	60		
23	Do	8	8		48	60		
24	Ohio	10	5		55	60		
		8	5		[5] 45			
25	Do	8½	6		48½	45		
		8	6		[5] 46			
26	Do	10	5		55	60		
		8	5		[5] 45			
27	Do	8	8		48	60		
28	Do	10	5		55	30		
29	Do	9	4		49	45		
30	Do	8	4		44	30		
31	Do	9	5		50	60		
		8	8		[5] 48			
32	Do	9	9		54	60		
		8	8		[5] 48			
33	Illinois	9½	8½		56	30	40	2
		8	8		[6] 48			
34	Do	8	8		48	60	6	6
35	Do	9½	5		[7] 52½	30	12	14
		8½	5		[8] 47½	60		
36	Indiana	8½	4½		47	60		
37	Do	8	4		44	60		
38	Do	10	8		58	60	[9] 12	3
39	Michigan	9½	5		52½	45	20	8
		10	5		[10] 55			
40	Maryland	10½	9½		62	30		
41	Do	9	9		54	30	[11] 24	7
42	Do	10	5		55	30	60	15
43	Do	10½	5½		[12] 56¾	30		
44	North Carolina	10½	8½		61	30	36	15
45	Florida	10	10		60	60		
46	Do	10½	7½		60	60		
47	Do	10	10		60	30		
48	Do	10	10		60	60		
49	Do	10½	7½		60	60		
50	Do	10½	7½		60	60		
51	Do	10	7		57	30		
52	Do	10½	7½		60	75		
53	Do	9	7		52	60		
54	Do	10	8		58	60		
55	Do	10	8		58	60		
56	Do	10	7		57	60		
57	Louisiana	9½	8½		56	60		
58	Do	8½	4½		52	30		

[1] Applies to employees under 16 years of age.
[2] Special permit from factory inspector for shortening lunch period.
[3] Not reported.
[4] Permit for shortening lunch period not reported.
[5] Applies to females under 18 years of age.
[6] Applies to females under 16 years of age.
[7] Time workers.
[8] Pieceworkers.
[9] Applies to only 686 of the 877 employees.
[10] Applies to the strippers and banders; number not separately reported
[11] Employees over 16 only.
[12] Day force.

EARNINGS.

Table VI shows by age groups and sex the earnings during a given week of the 13,565 employees for whom information on these points was secured. The difference in the proportion of each sex in the lower earnings groups is very striking. Even among those under 16 who have not had time to develop any marked degree of skill, the difference is pronounced, and as the age groups are reached in which skill may be an important factor the divergence becomes greater. One-fifth of the whole number of women earned less than $4 during the given week, while the proportion of the male workers with the same earnings is 3.57 per cent. Only one-twelfth of the males earned under $6, while half of the females fell within this group, and practically three-fourths of the males as against not quite one-tenth of the females were in the group earning $10 or over.

To a large extent this difference in earning power represents a difference in skill or in speed or in both. In the factories visited men and women engaged in the same operations received the same piece rate when piece rates prevailed, or in operations like stripping binder and wrapper leaf the same daily or weekly wages. But the high earnings in cigar making go to the hand workers, especially to the out-and-out cigar makers, and among these men are numerous and women few. The difference in the earnings of those under 16 may be due to the fact that young girls would naturally be employed either in stripping—where their earnings would depend upon their own speed—or in light machine operations for which low wages are paid, while boys of 14 and 15 might be strong enough to undertake heavier work and to earn correspondingly higher wages. Custom, however, may have much to do in determining the wages of these young workers.

Considering only the women who are 18 or older, it appears that three-fifths earned $6 or more, 28.6 per cent earned $8 or over, and practically one-eighth (12.4 per cent) reached $10 or over; of this latter group 44.1 per cent were 25 or older.

The proportion of the women in the different earnings groups varies widely from State to State. The following table shows by States the percentage of those 18 or over found in each of three groups.

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—CIGARS.

State.	Female workers 18 years of age and over.			
	Number.	Per cent with weekly earnings of—		
		Under $5.	Under $6.	$8 and over.
Maine	14	42.9	64.3	.....
Massachusetts	35	14.3	28.6	14.3
Rhode Island	27	37.0	48.1	14.8
Connecticut	31	3.2	16.1	6.5
New York	362	7.5	19.3	56.6
New Jersey	775	22.3	36.1	27.2
Pennsylvania	983	29.1	47.5	22.4
Maryland	687	23.4	42.6	23.1
North Carolina	102	28.4	45.1	19.6
Florida	654	30.1	43.0	32.0
Louisiana	462	37.9	51.3	24.5
Ohio	792	22.7	38.9	21.2
Illinois	239	2.5	9.2	59.0
Indiana	577	31.2	44.0	30.5
Michigan	254	11.4	23.2	33.5

One of the most striking features of this table is the large proportion of women 18 or over found in the group earning under $5 during the week studied. Omitting the four New England States, in which the number of workers taken was very small, only three States show less than one-fifth of those 18 or over in this earnings group, and from this the proportion runs up to not far from two-fifths in Louisiana.

SUMMARY.

Cigar making affords a large field for the employment of women and children, and the increase in these classes during the past few decades has been more rapid than in the case of men. Women are found in nearly all the occupations within the industry, but are most numerously employed in stripping and in light machine occupations which demand little or no skill. When found in the skilled occupations they are not discriminated against in the matter of pay. There is nothing in cigar making itself which is necessarily injurious to health, but it is often carried on under conditions as to ventilation, cleanliness, etc., which render it harmful.

American women and girls constituted less than one-fourth of the female workers studied, but there is no evidence that they are being driven out of the trade by foreigners; rather, the movement seems to have been in the opposite direction, foreign women having brought the trade with them to this country and American girls having been induced to enter it largely as strike breakers.[1]

The earnings of the great majority of the women studied were small, less than one-fourth earning as much as $8 in the specified week. Nevertheless, skilled women can earn good wages, and the openings for such women are greater than in many other trades. Thus prac-

[1] See Vol. X of this report, History of Women in Trade-Unions, pp. 92, 93, 178.

tically one-tenth of the female cigar makers studied earned $10 or over during the specified week, while in confectionery only 4.67 per cent and in cracker and biscuit making only 2.38 per cent of the women reached these earnings. As the use of machinery in cigar making increases, the need for skilled workers diminishes, and the possibility of reaching these higher earnings grows smaller. To some extent the women's wages are protected by trade-unions. The cigar makers have a strong union and have succeeded in making the right to use the union label a real advantage to a manufacturer. To obtain this right he must employ only union hands, and consequently in some factories the women had been unionized with very little knowledge on their part of what it was all about. They paid their dues, but did not attend meetings or take any part in deciding the policy of the union. These cases were mainly among the foreign-speaking women; among the Americans intelligent and earnest supporters of the union were to be found.

CLOCKS AND WATCHES.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Relatively few children are engaged in the manufacture of clocks and watches, but the industry was included on account of its employment of women. Five establishments, located in three different States and employing 3,239 wage earners, were visited. The following table shows the location of the establishments, and the distribution by sex and age grouping of their wage earners:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CLOCKS AND WATCHES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Connecticut	832	296	57	15	72	1,200
2	Do	409	181	12	2	14	604
3	Do	312	76	9	6	15	403
4	Illinois	409	298				707
5	Indiana	179	129	10	7	17	325
	Total	2,141	980	88	30	118	3,239

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 5 WATCH AND CLOCK FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	2,141	66.1
Females	980	30.3
Under 16 years:		
Males	88	2.7
Females	30	.9
Total	3,239	100.0

CHARACTER OF THE INDUSTRY.

Clock and watch making are usually considered separate industries, and are so listed in the census reports. Nevertheless, watches are often made as a secondary product in establishments devoted primarily to clock making. That was the case in some of the factories included in this inquiry, and since many of the processes in the two manufactures were similar, it seemed advisable to combine the workers in one group rather than to try to assign arbitrarily to one industry or the other those whose work might be utilized in both.

Neither of these industries is widespread. In the manufacture of clocks, Connecticut leads with 71 per cent of the total average number of employees in the Union, New York comes second with 20 per cent, and the remaining States put together furnish only 9 per cent.[1] In watchmaking the situation as to rank of States is peculiar, since the leading State, Massachusetts, does not appear separately in the census returns. One of the largest and best known watchmaking establishments in the world is located in Massachusetts, but since there are only two establishments in the whole State, its figures are massed with those of "All other States." Illinois stands second in rank.

REGULARITY OF THE WORK.

Employers declared that the work showed few seasonal variations, though all admitted that there was usually a period, varying in length, of extra pressure before the Christmas holidays. At the time these data were gathered the industry had not recovered from the recent depression, and in some establishments the amount of work done was distinctly below the normal. In three of the five factories visited, however, overtime was reported for some portion of the preceding year.

CHARACTER OF THE WORK.

Making the different parts is mainly done by machinery, but putting them together, the fitting and trueing, and adjusting are hand operations. The machine operations considerably outnumber the hand, so that this is usually classed as a machine industry. The machines are complicated, sometimes automatic and making little demand upon the operator, but sometimes calling for decided skill. The hand operations are also frequently skilled. There are some mechanical and very monotonous tasks, such as stringing articles which are to be dipped into lacquer, but on the whole the work is skilled and the workers are regarded as a skilled force.

[1] These per cents are computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Pt. I, p. 164.

For the most part the work done by women is clean. An exception to this is turning various parts from steel, which is done by both men and women. Oil is used upon the metal which is being turned, and the rapid motion of the lathe scatters it about, the operator's clothes, face, and hands receiving a full share. The women frequently wore paper shields over their heads, arms, and chests as a protection against the flying oil.

A great deal of the work done by women presented no danger of any kind. A number, however, operated unguarded foot presses, which are always dangerous. A riveting machine, working on the general principle of the foot press was found in use, which was especially dangerous, as the worker was obliged to put her hands under the die in adjusting the parts to be riveted together.

In soldering and in lacquering, in both of which occupations women were engaged, the workers were exposed to fumes which were possibly unhealthful and were certainly disagreeable. This was especially true of that form of lacquering in which the article, after receiving its coating, was dried on hot plates. The fumes given off were strong and exceedingly irritating to the throat and lungs of one not accustomed to them. Several of the polishing operations were dusty, but hoods and exhaust systems were very generally provided, so that danger from this source was reduced to a minimum. As seen in this investigation the industry seemed on the whole clean, healthful, and for the majority of workers safe.

COMPETITION BETWEEN THE SEXES.

There is a marked difference between the relative number of women employed in clock and in watch making. In manufacturing clocks, making the case is an important feature, and this is almost exclusively in the hands of men. Boys perform some minor operations in connection with it, but in only one shop was a woman found working at any part of the case making. This assignment of one complete branch of the work to men increases their relative number. In 1905 women formed only 27.1 per cent of the average number of wage earners engaged in clock making and children under 16 formed 2.7 per cent.[1] In watchmaking, on the other hand, women formed in 1905 nearly half the average number of wage earners—48.9 per cent—while children under 16 were a negligible quantity, only 22 being reported for the whole Union.[2] Women are said to be growing relatively more numerous in this industry.

[1] Per cents are computed from figures in Special Reports of the Census Office, Manufactures, 1905, Part I, p. 164.

[2] Per cents are computed from figures in Special Reports of the Census Office, Manufactures, 1905, Part I, p. 448.

The average number of women employed has gradually increased and the number of men has gradually decreased, which is explainable by the increasing adaptability of women to the delicate operations of automatic machinery and to the assembling of the parts.[1]

No complaint was heard in this investigation that women were crowding out men or entering occupations formerly monopolized by men.

GENERAL SANITARY CONDITIONS.

In the main the conditions under which women and children worked were good. Some of the buildings were old and poorly adapted to their present use, but for the most part they were kept clean, light was fair, and except in such places as, for instance, the japanning rooms, the air was good. Seats were provided for those whose occupation did not require them to stand, and toilet accommodations were adequate and usually well kept. Dressing rooms were provided in only one establishment. Washing facilities usually consisted of sinks in the workroom. The most conspicuous defect in the conditions affecting women was the failure to guard the presses on which they were numerously employed.

OCCUPATIONS WITHIN THE INDUSTRY.

The occupations carried on by women and children are too numerous and too extensively subdivided for detailed description. They perform a large number of machine operations, working mainly either at some variant of the foot press or at automatic machines. At the latter they usually stand, but at the presses they ordinarily sit. They form into shape different parts which have been cut out or blanked by men on power presses; they perform a number of drilling operations, they rivet certain parts together, and do reaming and countersinking and tapping, and the like. At the automatic machines, which are used for some of the above operations, especially for some kinds of drilling, for making the minute screws used in putting together the works of a watch or clock, for turning pinions, etc., numbers of women and girls are also employed.

These two groups of machines employed the greatest number of women, but they were also found engaged in some kinds of steel turning done on lathes, in several grinding and polishing operations done on emery wheels, working on milling machines, cutting out wheels, etc. None of the machine work done by them seemed to call for much strength. In general they were not exposed to injurious dusts or fumes, and except for the failure to guard the presses, the employers seemed to have devoted serious thought to making the industry safe and healthful.

[1] Twelfth Census, 1900: Manufactures, Part IV, p. 486.

The hand operations range from the simplest kind of monotonous toil, such as stringing together small parts which are to be lacquered, to such operations as making mainsprings and hairsprings, fitting and finishing the parts, poising the balance wheel, and similar operations in which skill, experience, and accuracy are required. Adjusting the hairspring may be taken as indicating the kind of skill required in the better grade of hand operations. This consists of adjusting the hairspring so that it will beat in exact time with another spring which has been adjusted to standard. The adjustment is determined both by eye and by ear. In the first method the new spring is placed in position beside the adjusted spring, which is known as the master. The operator watches the vibration of the two springs and if the new spring vibrates faster or slower than the other, it is lengthened or shortened, as the case may be, until it keeps perfect time with the master spring. In the other method, a clock is used as the master. This clock is located where the temperature is kept as nearly uniform as possible, and is electrically connected with an apparatus on the bench of the operator in such a way that each vibration of the pendulum of the clock is announced by a click sounded near the ear of the operator. The new spring is placed in a boxlike apparatus which gives out the time of its vibration by sound, and is then adjusted so that the two clickings sound in unison. Such work makes no demand upon the strength of the worker, but does require quick perception and great exactness.

Soldering and japanning, in both of which women were engaged, presented the usual drawbacks of such work in the way of heat, odors, etc.

THE LABOR FORCE.

The table already given (see p. 111) shows the proportion which women and children form of the whole group of workers studied, and the extent to which they were found in the separate factories visited. Women formed nearly a third—30.3 per cent—of the whole group, while children constituted 3.6 per cent. In the individual factories the proportion of women ranged from 18.9 per cent in establishment No. 3 to 42.1 per cent in establishment No. 4, while in the four factories in which children were employed the proportion they formed of the total wage earners varied from 2.3 per cent in establishment No. 2 to 6 per cent in establishment No. 1.

AGE OF EMPLOYEES.

Table I shows by sex and by States the ages of the 2,800 wage earners for whom these facts were gathered. It will be noticed that a larger proportion of the male than of the female workers was in the lowest age group; that is, under 16 years of age. Thenceforward a larger

proportion of the female workers was found in each age group up to and including those aged 20 to 24, after which the male workers show a larger proportion of their number in each group.

The proportion of each sex in various age groups was as follows:

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—CLOCKS AND WATCHES.

Age group.	Males.	Females.
Under 16 years	2.77	2.23
16 and 17 years	5.85	13.73
18 and 19 years	7.86	19.61
20 to 24 years	18.68	33.33
25 years and over	64.84	31.10

It is apparent that the age level of the female workers was rather high. Less than one-sixth were under 18, only a trifle over one-third were under 20, and very nearly one-third were 25 and over. It seems probable that this age level has a direct connection with the skilled character of the work done by women.

The distribution of the female workers in the several States among certain age groups was as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CLOCKS AND WATCHES.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Connecticut	429	16.08	37.30	32.17
Illinois	285	10.18	29.47	37.19
Indiana	138	27.54	42.75	15.22

Young workers were proportionately far more numerous in Indiana than in either of the other States, while the proportion of older workers was largest in Illinois.

RACE OF EMPLOYEES.

Table II shows by age groups and sex the race of the employees for whom these facts were gathered. Americans were the dominant race, constituting practically two-fifths of the whole group. The Irish came next with one-fifth, while the Germans formed over one-eighth. No other race furnishes as much as one-twelfth of the whole. The Americans and Irish were both proportionately more numerous among the female workers than in the group as a whole, while the English, the Italians, and the Scandinavians were relatively more numerous among the men.

Considering only the female workers, it appears that the Americans were relatively most numerous in Indiana, where they form 60.6 per

cent of the workers, against 44.6 per cent in Illinois, and 40 per cent in Connecticut. The Germans also were relatively most numerous in Indiana, forming 25.2 per cent of the women there against 21.4 per cent in Illinois and 6.5 per cent in Connecticut. The Irish formed 34.1 per cent of the female workers in Connecticut, 21.1 per cent in Illinois, and 1.6 per cent in Indiana. The other races nowhere formed an important fraction of the total.

CONJUGAL CONDITIONS.

Table IV shows by sex and age the conjugal condition of the employees for whom these facts were ascertained. Only 9.88 per cent of the women, as against 52.66 per cent of the men had been married. Among the women of the leading races the Americans showed the largest proportion—11 per cent—who had been married, the Germans came next with 10.4 per cent, and the Irish last with 6.1 per cent.[1]

HOURS OF LABOR.

The following table shows the daily and weekly hours of labor, time allowed for lunch, and duration and extent of overtime in the establishments visited. With the exception of the Illinois factory, which had an eight-hour day throughout the week, the hours were fairly uniform, a 10-hour day with a reduction on Saturday being general. In only one factory was overtime reported without the specific statement that it was confined to the men. That one factory is noteworthy as reporting overtime worked on 180 days, averaging 10 hours extra per week. In other words, for 30 weeks the hours averaged 69 a week, while for 22 they were 59. In such a case it is certainly questionable whether 69 should not be considered the regular hours, and whether a given set of hours can legitimately be called overtime when they prevail for more than half the working year.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CLOCKS AND WATCHES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Connecticut	10	9	.....	[2] 59	60	180	10
2	Do	10	5	.....	55	60	.....	.....
3	Do	10½	5½	.....	58	60	[3] 91	([4])
4	Illinois	8	8	.....	48	60	.....	.....
5	Indiana	10	9	.....	59	60	[3] 20	10

[1] These per cents are based on figures shown in Table V.
[2] Information as to shortening hours of labor in June, July, and August not obtained.
[3] Men only.
[4] Not reported.

EARNINGS.

Table VI shows by sex and age groups the earnings for a specific week of the employees for whom these facts were gathered. As usual the difference in the earnings of the sexes is very marked, but it is much less noticeable among those under 18 than among the older workers. Not quite one-fourth of the female as against four-fifths of the male workers earned as much as $8 in the given week, while the proportion earning $10 or more was for the women 4.61 per cent, for the men 64.86 per cent.

Considering only the women it appears that relatively few were found at either extreme of the range of earnings. Approximately one-tenth earned less than $4 and one-twentieth $10 or more. The largest group consisted of those who earned $6 but less than $8, these constituting 36.49 per cent of the whole, while the next most numerous group, those who earned $4 but less than $6, formed but 28.73 per cent of the whole. Of those under 18 only 3.9 per cent earned as much as $8, while 27.7 per cent of those aged 18 or over, and practically 40 per cent of those aged 25 or over, reached or passed this sum. Not one of those under 18 made as much as $10, while 10.38 per cent of those aged 25 or over reached this amount. The inference is strong that in this industry women to some extent do work demanding a degree of skill and judgment which young workers do not possess. In other words, a woman entering this industry has or may have a chance of working up to something, and though only 1 in 10 of the older women had reached this comparatively well paid work, the possibility of gaining it might be always present to an ambitious worker.

Of the women aged 18 or over, 17.1 per cent earned less than $5 during the week studied, 66.5 per cent earned $6 or over, and 27.7 per cent earned $8 or over. For the separate States the proportion of the women 18 or over found in various earnings groups was as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—CLOCKS AND WATCHES.

State.	Female workers 18 years of age and over.			
	Number.	Per cent with weekly earnings of—		
		Under $5.	$6 or over.	$8 or over.
Connecticut	354	18.4	63.6	27.4
Illinois	256	12.1	75.0	34.8
Indiana	86	26.7	53.5	8.1

These figures emphasize the connection between age and earnings in this industry. Indiana, which had by far the largest proportion

of young workers, shows by far the smallest proportion earning as much as $8 or even as $6, and Illinois which showed the highest age level, shows also the largest proportions in the upper wage groups. Perhaps even more striking, however, is the fact that of these women, all of whom were at least 18 years of age, from one-eighth to one-fourth, according to the State, earned less than $5.

SUMMARY.

The making of watches and clocks employs women and children in both machine and hand operations, ranging from mere routine drudgery to skilled work. None of the work assigned to them demands great physical strength, but delicacy and accuracy of touch is often needed, and both skill and judgment are required for some of the work done. As seen in this investigation the worst features of their work were the continuous standing involved in some of the occupations, their employment at unguarded presses, and their exposure in a few occupations to fumes of lacquering compounds. On the other hand, their surroundings were usually clean and healthful, and the sanitation of the work places seemed to be well looked after.

Racially the women in the industry were in the main either Americans or belonged to the older immigrant races, and there was nothing to indicate that the newer immigrant races are entering the industry to any extent. The age level of the women was comparatively high, less than one-sixth being under 18. Earnings were much more closely connected with age than in many of the industries studied. The proportion earning under $4 during the week studied was small, and the proportion in the higher earnings groups increases with each successive age group.

CONFECTIONERY.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Candy making is an industry employing both a large number and a large proportion of female workers, and a very considerable per cent of these are young. In 1900 65.2 per cent of its female employees were under 25 years old. Most of the work done by women and girls requires no trade education and little experience, so that naturally wages are low. Also, it is an industry which foreigners have entered in large numbers, the working force in some establishments being almost wholly foreign born or the children of foreign-born parents. It was, therefore, selected for study as an industry employing large numbers of women at unskilled work, attracting for the most part young and untrained workers and maintaining a low wage level.

Forty-seven establishments were visited, located in 13 different States and employing in all 5,969 wage earners. The following table shows the number and location of the establishments visited and the number, by sex and age grouping, of the employees studied:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CONFECTIONERY.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Maine	5	8	1	1	2	15
2	Do	3	15				18
3	Do	22	35	2	2	4	61
4	Massachusetts	12	66		9	9	87
5	Do	4	9		1	1	14
6	Do	7	18		2	2	27
7	Do	15	50		10	10	75
8	Do	355	371	3	50	53	779
9	Do	14	50		6	6	70
10	Do	15	35		5	5	55
11	Do	33	26	2	14	16	75
12	Do	19	20	1	2	3	42
13	Do	65	55	4	20	24	144
14	Rhode Island	14	8	2	6	8	30
15	New York	17	20				37
16	Do	239	272	1	9	10	521
17	Do	108	125				233
18	Do	45	76		5	5	126
19	Do	5	12				17
20	New Jersey	29	12		13	13	54
21	Pennsylvania	124	148	14	41	55	327
22	Do	21	68		2	2	91
23	Do	12	44	1	5	6	62
24	Do	33	94		7	7	134
25	Ohio	14	17		2	2	33
26	Do	46	52		4	4	102
27	Do	62	41		1	1	104
28	Do	36	34		5	5	75
29	Do	45	61		42	42	148
30	Do	24	73		12	12	109
31	Illinois	120	170		25	25	315
32	Do	115	210	6	83	89	414
33	Do	45	147		2	2	194
34	Indiana	6	25				31
35	Do	20	33		2	2	55
36	Do	40	50	5	15	20	110
37	Wisconsin	35	50	2	3	5	90
38	Do	15	29		5	5	49
39	Do	27	100	2	12	14	141
40	Do	70	110	20	54	74	254
41	Maryland	90	17	38	13	51	158
42	Do	43	24	2	9	11	78
43	Do	39	45	5	49	54	138
44	Georgia	42	37	6	5	11	90
45	Do	16	53		12	12	81
46	Do	28	37		2	2	67
47	Louisiana	17	17	1	4	5	39
	Total	2,211	3,069	118	571	689	5,969

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 47 CONFECTIONERY ESTABLISHMENTS.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	2,211	37.0
Females	3,069	51.4
Under 16 years:		
Males	118	2.0
Females	571	9.6
Total	5,969	100.0

CHARACTER OF THE INDUSTRY.

The candy industry has grown rapidly during the last few decades. In 1880, the total number of its wage earners was given as 9,801, by 1900 they had increased to 26,866, and in 1905 to 36,239[1], while for 1909, according to the census of 1910, the average number of employees in the industry was 44,638[2]. The employment of women has increased more rapidly than the industry itself. In 1880, of the employees aged 16 years and over, 31.4 per cent were females; in 1900, they formed 57.2 per cent; in 1905, 61.3 per cent; and in 1909, without regard to age, females constituted 63 per cent of the wage earners employed during the year.

The industry is widespread, the raw materials needed being easily obtained anywhere in the United States. New York, Philadelphia, Boston, and Chicago are great centers of the manufacture, but numerous establishments are scattered over the country, ranging from large factories with several hundred workers to little candy kitchens employing two or three hands, or perhaps carried on as a family enterprise with no outside help. The differences in size involve many differences in management, and variations in law and custom in different localities affect the matter still further, so that it is difficult to make any general statements concerning the industry. The use of machinery, the division of labor, the use of time work or of piece work as a basis of wages, the extent to which the work is seasonal, the employment of children, and the hours worked—these are matters in which there is much variation from one establishment to another.

In general, however, candy making, especially so far as women are concerned, is mainly a hand industry. In large factories a good deal of machinery is used for cooking and molding the candy, work which is entirely in the hands of men. Women and girls tend the chocolate-dipping machine—the enrober—but usually a man or boy runs it.

REGULARITY OF THE WORK.

The industry has two distinctly marked busy seasons, one lasting from six weeks to three months or more before Christmas and a second shorter season before Easter. There are also two slack seasons, one immediately following the cessation of the Christmas rush and one in the summer. In the busy seasons the extra work is accomplished by speeding up the regular workers, hiring extra hands, working overtime, or by combining all three methods. In the dull season extra hands may be laid off, hours are shortened, or regular employees are encouraged to take a vacation without pay, and there is a general slackening of tension.

[1] Special Reports of the Census Office, Manufactures, 1905, Part I, p. 7.

[2] Quoted in Report of Massachusetts Commission on Minimum Wage Boards, p. 38.

GENERAL SANITARY CONDITIONS.

The general sanitary conditions under which the work is carried on were, as seen in this investigation, good in the main. Occasionally a factory was found in which cleanliness and sanitation were alike ignored[1], but these were decided exceptions. Ordinarily, for business reasons, if for no other considerations, the workrooms were kept clean, and decent, if not liberal, sanitary accommodations were provided. In some cases dressing and toilet rooms were adequate and well kept and an abundant supply of hot water, soap, and towels was at hand; in others there were no dressing rooms, and sinks in the workroom afforded the only means of washing. Usually the workrooms were well ventilated and girls and women were rarely found working under undesirable conditions.

The hand chocolate dippers, who are all females, work sometimes under conditions which are distinctly uncomfortable. They work seated at a table with tanks of melted chocolate before them. Steam pipes are brought up beneath the table to keep the chocolate melted, but in order that the dipped candies may cool properly the general temperature of the room is kept down to from 68 to 60 degrees, or even lower. Many of the dippers find this temperature undesirably cool, and, at the same time, if the pipes are not well wrapped, their feet and legs may be uncomfortably hot, owing to the proximity of the heated pipes. Ordinarily, however, this second source of discomfort is not present, and the cool atmosphere is the only drawback.

The same kind of work, such, for instance, as wrapping and packing candies, is paid in some establishments by piece rates and in others by a flat time rate. When piece rates are paid, they vary according to the kind and quality of the candy handled. A girl may work on several different kinds, all at different rates, within a single day, or she may work part of the day at piece rates and then be transferred to another kind of work for which she receives a time rate. Consequently, it is almost impossible to calculate any standard rate of wages, and the calculation of actual earnings is sometimes a highly complex matter.

OCCUPATIONS WITHIN THE INDUSTRY.

Confectionery includes many varieties of candy, such as hard candy, creams, either chocolate covered or bonbons, gumdrops or jelly candies, lozenges, taffies, etc., and the process of making differs

[1] "The —— factory seems to have violated every sanitary law. * * * The foreman of the hard-candy department was asked how often the place was cleaned. He replied that he had been there 12 years and he remembered that it had been cleaned once. The agents inspecting the factory estimated that that once must have been at least 12 years ago." Extract from agent's report on —— candy factory.

according to the kind made. The actual making, i. e., the mixing of materials, the cooking, and molding, is done by men, but sometimes a few girls are employed as helpers. Thus, when a batch of hard candy has been made and pulled and is being cut into sticks, a bench girl may be employed to separate the sticks, to put them where a blower can fan and cool them, and to break off uneven bits. Sometimes she also packs the candy after it is cooled or puts it on trays to be packed by other girls. While a batch of candy is in process of pulling and twisting, she has to work rapidly, but when the work is completed she has a period in which she can rest and sit down while another batch is being prepared. The work is wholly unskilled, and is paid at a time rate.

In some factories hard candies, such as buttercups, tablets, and the like, are cut into proper lengths in a press, and girls are employed to lift and carry away the trays into which the pieces fall, to sort out uneven sizes, and generally to act as helpers.

Many manufacturers, however, employ men or boys for all work connected with making the hard candies. In some cases the hard candies are not handled by female workers until they reach the packing room, where they are taken in charge by women and girls.

HARD-CANDY PACKERS.

These girls or women stand in front of a large table and pack the candy by hand into boxes or pails of the required size. There is no particular strain apart from the fact that they work standing. All heavy lifting is done by men, a girl rarely having to lift more than 5 pounds at a time. The atmosphere and temperature are good, and the work place is usually kept clean.

HARD-CANDY WRAPPERS.

Some kinds of candy, such as kisses and penny rolls—large pieces of candy which retail for 1 cent—must be wrapped in oiled paper before being packed. The wrappers stand at their work, which is carried on under the same conditions as that of the packers. Not infrequently wrapping and packing are done by the same worker, who is usually paid at a weekly rate.

In the manufacture of bonbons and chocolate creams, the cream centers are made by men, who boil the ingredients to the required temperature and then pass the mixture through a beater, a tube fitted with a spiral coil of metal which turns, thus beating the sirup until it is of creamy consistency. The preparation is next poured into molds in starch trays, where it is allowed to harden, after which the starch is blown away, either by bellows or by a special machine. The centers are then carried to the dippers, by whom they are covered either with chocolate or a cream preparation, according as chocolates or bonbons are desired.

HAND CHOCOLATE DIPPERS.

These workers sit at tables with tanks of melted chocolate in front of them and small plaques or slabs on which they ladle out enough chocolate to make a little pool. Trays of cream centers are brought them by floor girls, so that they have no occasion to leave their seats. Taking a center, the dipper immerses it in the chocolate pool, rolls it over till it has acquired a sufficiently thick coating, withdraws it, adding by a dextrous motion the bands, ridges, or curlicues which are the mark of a hand-dipped chocolate, and lays it on a tray which when full is carried off by an attendant floor girl.

Hand dipping is the most highly skilled work carried on by women in candy making. It requires experience and also a peculiar knack which some are never able to acquire. Dippers work at great speed, some of the fastest accomplishing on plain dip goods from 115 to 120 pounds a day, while the average dipper does about 75 to 80 pounds. They are obliged to work in a cool temperature, from 60° to 68°, in order that the dipped chocolates may dry properly. The work is rather unpleasant, as the hands are continually covered with chocolate, the steady work in one position grows monotonous, and there is no opportunity to gain relief by moving about or by a change of work. They are paid in some factories by time, in others by piece rates.

MACHINE CHOCOLATE DIPPERS.

Chocolate creams of the cheaper grades are dipped by machinery. The chief difference between the two products lies in the thickness of the chocolate covering, a machine being unable to put on so thick a coat as the hand dipper does. There are two types of dipping machines. The simpler of these is operated by foot pressure. A rack containing the creams to be dipped is placed on a tray, which when a treadle is depressed descends into a bath of chocolate below and is returned to the surface where a helper receives it. When this machine is used a man usually operates it, while women or girls bring and carry away the racks filled with creams.

The other machine, called an enrober, is equipped with a moving wire conveyor, on which the creams are placed by two girls who stand at their work. As the conveyor moves along the creams pass under a tank from which melted chocolate is poured upon them, and a little farther on they pass under a blower which spreads the chocolate more evenly. Two girls stand at the end of the machine and separate the chocolates with a wire to prevent the creams from running together and becoming unshapely. The four girls simply tend the machine, which is usually in charge of a man. Their work is much cleaner than that of the hand dippers, but the room in which they work is disagreeably warm, as the chocolate must not harden.

CREAM DIPPERS.

The work of these girls is carried on under much the same conditions as that of the hand chocolate dippers. Like them, they work seated at a table with a pot of melted cream mixture before each. With her left hand the dipper throws a center into this mixture, where she rolls it about with a small ladle held in her right hand until it is sufficiently coated, then lifts it out and puts it on a tray at her right, at the same time throwing in another center with the left hand. The work is not so skilled as chocolate dipping, but requires much dexterity. The workers are usually paid at piece rates.

PACKERS, WRAPPERS, AND LABELERS.

Packing, wrapping, and labeling are three other occupations wholly in the hands of women. All three demand speed, and packing, when the higher grades of candy are concerned, requires also some skill, since the confections must be well chosen and arranged to produce a pleasing effect. Sometimes one worker performs all three operations, but in large establishments it is customary to divide the work.

In addition to these clearly defined occupations, women and girls are employed as general helpers, changing from one kind of work to another as needed. As floor girls and tray girls they bring the centers to the dippers and carry away the finished product; as helpers they may tend the enrober or the lozenge machine, or clean the paper on which chocolates have cooled that it may be used again, or weigh the cheaper grades of candy—fine candies are packed in boxes holding only a certain amount, so that weighing is unnecessary—or pack "grab bags" filled with odds and ends of candy, or make cartons for crackerjack and other low-priced package goods, or seal boxes or wrap caramels or do a dozen other things, changing from one to another as they are needed.

OCCUPATIONS AND PROCESSES IN A TYPICAL LARGE ESTABLISHMENT.

The work of candy making is far from being standardized; the fact that girls and women are found only in certain occupations in one factory is no indication that they may not have more or other occupations in the next factory inspected. Nevertheless, the following account of the occupations in a given factory may be regarded as typical, since it shows the general character of the work done by women. The factory described is a large and well-conducted establishment, producing only high-grade candies.

The first processes are in the hands of men, each of whom has several occupations. The hard-candy makers mix the batch and cook it in copper caldrons over a gas flame. When it is sufficiently cooked it is taken out on tables, some of which are covered with marble slabs,

others with white canvas, where the batch is kneaded like bread dough. The kneaders wear white canvas gloves to protect the hands from the heat and to keep the perspiration of the hands from the candy.

So far the process is practically the same for all kinds of hard candy. The buttercup maker, after he has kneaded the outside "batch" sufficiently, flattens it out, and in the covering thus formed encases a mixture of ground nuts and brown sugar prepared by an assistant. The material is then placed before a gas burner, and as it melts it is pulled into the form of a long stick. This stick is laid over a press supplied with a series of knives, and the top of the press is closed down by the hard-candy helper. This cuts the stick into uniform pieces. The helper pushes the candies off the press onto a large zinc tray. A girl stands beside him and pushes the candy farther away from the press, and at the same time sorts out any pieces that may be under size. Her work is known as helping crystal.

The hard striped tablets go through the same process, except that after the candies are cut to the proper size they are placed on a press and flattened; the girl who helps crystal them scrapes the pieces off the press, sorting as she does so.

The girls who help crystal must stand all the time they are working, but there is much time when they may rest. The work is clean and the room is airy and well lighted. An electric fan which cools the finished product also keeps the air of the room cool, so that even in hot weather the work is not disagreeably hot. These girls are each paid $4.50 per week.

BONBON DIPPERS.

When the soft cream or nut center has been prepared by the cream makers it is transferred to the bonbon dippers. The concoction in which the center is dipped is prepared and placed in a large receptacle ready for the girls, who put it into copper buckets, in which they heat it to the proper consistency. The heating is done over a gas range with holes made to fit the buckets. The girls must stir the mixture while it is heating to prevent lumps forming, but the heat is less than that of an ordinary gas range, as all of the flame is under cover.

When the mixture is properly heated, the girl carries it to a table; here she is seated on a stool with no back and the dipping process begins. The only tool used is a small wire ladle, the ladle part being a single loop. With her left hand the dipper drops a nut or cream center into the sugary substance, gives it two or three stirs with the ladle, then deftly takes it out and places it on a tray; as she takes one bonbon out with her right hand she puts in another with her left hand. The girls sit, slightly stooped, while at work; when their trays are filled, they carry them to a near-by table for inspection, and when the

coating sirup needs reheating or replenishing they do this work also, thus breaking the monotony of the sitting posture. They are seated about three-fourths of the day; but the frequent trips to table or stoves afford some relaxation. The temperature of the room is kept about normal, and the room is clean, well lighted, and well ventilated. The sickening sweet odor found in many candy factories is not noticeable in this establishment.

The girls when beginning work as dippers are paid $5.50 per week; as soon as they are considered worth it they are advanced to $7; the next advancement is to piecework, at a rate of 1½ to 2 cents per pound, the rate varying with the kind of candy made. The girls on piece rate make from $8 to $11 per week, and average $9. No pace setting or speeding up was apparent in this department. The girls report making from 6⅓ to 10 pounds per hour, the average being 8¾ pounds.

Two or three girls are employed in putting the nuts on the top of the bonbons. These girls are paid $5.50 per week. Their speed is regulated by the speed of the dippers for whom they "cap" the bonbons, but they usually have to wait for the dippers. They are seated while at work.

The girl who "makes nut centers" simply cuts in half the nuts which are capped onto the top of the bonbon. She is seated while at work. As the bonbon trays are filled, they are piled away until the candy is cool enough to be packed.

CHOCOLATE DIPPERS.

The work of the chocolate dippers is not so pleasant as that of the bonbon dippers. The dipping instead of being done by means of a ladle is done with the hands, so that the chocolate covers the hands of the girls and often gets on their faces or in their hair. The girls are seated all of the time, as their "batch" is brought to them and their filled trays are carried away. The process is simple; the nut or center is tossed into the plate of chocolate sirup with the left hand, while with the right hand the worker stirs it around the pan and deftly takes it out. In the case of chocolates that have nuts on the top, the girl first tosses a center into the plate and then picks up a nut with the left hand and sticks it on the top of the candy.

The discomfort of the work here is due chiefly to the temperature of the room; this is known as the "cold room" for the temperature must be kept low in order that the chocolate coating may not run. At the time of the agent's visit the temperature was about 65° F., but the forewoman stated that during that week it had been much warmer than usual.

A small part of the chocolate dipping, viz, that for the chocolate chip and chocolate-coated nuts, is done by machinery (enrober).

These enrobers are the only machines in the factory that are tended by women, and the women have nothing to do with the operation of the machine, but merely feed it and remove the coated nuts. On one side is a moving plane of canvas covered with oil paper, on which two girls spread out the nuts or centers to be coated. This plane revolves, and allows the nuts to drop onto a second revolving plane, which passes under a hopper from which the chocolate is dripping. The coated nuts then slide onto another plane, from which they are removed by two girls.

In connection with this machine one belt is so placed as to endanger no one, but another belt is so low that if a girl leans near the hopper there is danger of catching her hair. The machine is controlled entirely by the engineer in the basement. It is provided with a belt shifter, but can be stopped only in the engine room. The girls must stand all the time while at work, and there are no seats provided where they may rest when not at work. The girls who feed the machine are paid $5 per week, and those who take the candy off are paid $4.50. There is no speeding up, for the hopper drops the coating at an unvarying rate of speed.

CANDY WRAPPERS.

Some of the candies, chiefly caramels, are wrapped in oil paper before being packed. The girls who do this are seated in a clean, light, airy room. This work is generally paid for at the rate of 1¼ cents per pound, and the girls average 125 pounds per day. The head worker is paid at the rate of $8 per week; she also oversees the work, therefore does not wrap so many pounds in a day as the other girls.

There is one deaf and dumb girl wrapping stick candy; she is a beginner, and is paid time wages, $5.50 per week.

PACKERS.

There is a variety of kinds of packing, and accordingly it is paid for at a variety of rates. The simplest kind is stock box packing. Stock boxes are flat one-layer boxes, used for show case purposes. For these the girls are paid 1 cent per box, and average 8.5 boxes per hour. One girl packs in large stock boxes for shipping in bulk; her work also is simple, consisting merely of fitting the candies in the box and placing cardboard between the layers. She is paid $8 per week. No minimum output is required.

The fancy packing is more complicated. The girls first line the box with oiled paper; after the bottom layer is put in, strips of paper are cut and fitted in to form cartons, and the top layers are fitted into little paper shells. Where only one kind of candy is being packed the girl remains standing before a table while she fills the box. If, however, mixed candies are being packed, the table is first covered with boxes; the girl then puts the paper lining in all the boxes, and

walks around the table, dropping one or two pieces into each box. This process is repeated until the boxes are all filled with the required varieties of candy. For this work the girls are paid from 80 cents per hundred pounds to 2 cents per pound, and the beginners are paid a time rate. The most frequent rate was 90 cents per 100 pounds, and on this kind of packing the girls average 21 pounds an hour. The forewomen (two in number) are paid $12 per week.

BOX WRAPPERS.

After the candy is packed the fancy boxes are passed on to a tier who ties them with fancy ribbon. Two girls are thus employed, and are each paid $6 per week. The cheap-grade candy box is simply wrapped in white wrapping paper and tied with a plain cord; one girl does both operations and is paid $5 per week.

The last girl to handle the filled candy box before it is ready for the market is the labeler; she sticks on the factory's label, with the grade of candy marked on it. She is paid $5 per week. Another girl packs or labels as she is needed, and is paid $6 per week.

All of the girls engaged in packing, wrapping, and tying, work in a light airy room; they stand while at work, but stools are provided so that they may sit when they have time (which is not often). The work is clean, and the room is kept clean; the necessary refuse, such as paper, etc., is frequently gathered up.

This room presents a rather crowded appearance because of the numerous tables and piles of boxes in the room, and these are so arranged that in case of panic it would be very difficult for people working in the center of the room to reach either front or rear exits.

THE LABOR FORCE.

Candy making is sometimes called a woman's industry, because although men do the actual making, the women, who do everything else, outnumber them so greatly. This predominance of female employees is especially marked among the younger workers. Of the total employees 16 years of age or over shown in the table on page 120 women formed 58.1 per cent, or very nearly three-fifths, while of those under 16 years of age girls constituted well over four-fifths—82.9 per cent. Many of the factories studied had no boys under 16 years of age, but only five failed to have at least one or two girls, while in a number these young female workers formed a considerable portion of the whole force. Thus, in establishment No. 32 they formed one-fifth of the force of 414 workers, and in establishment No. 43 they were 35.5 per cent of the 138 workers.

The proportion which females form of the total employees does not vary widely from State to State. Omitting the States in which fewer than 100 workers were studied, Maryland shows the lowest

proportion, 41.98 per cent, of females, followed by New York and Massachusetts with 55.56 per cent and 59.87 per cent, respectively. None of the other States showed less than 60 or more than 70 per cent of female employees. The proportion of children under 16 shows a much wider variation, ranging from 1.6 per cent in New York to 18.3 per cent in Wisconsin and 31.0 per cent in Maryland. In the remaining States the range is from 9.4 per cent in Massachusetts to 12.6 per cent in Illinois.

The variations in the distribution of the sexes, as shown in this table, are so irregular that it is difficult to draw any conclusions from them. The proportion of female workers is apt to vary with the kind of work done and the attitude of the individual employer, and it seems possible that the differences shown might disappear or present a different tendency if the investigation could have been made exhaustive. It will be noticed that both the largest and the smallest proportion of female workers are found in States in which but few establishments, and those not of the largest size, were visited.

AGE OF EMPLOYEES.

Table I, showing the age distribution of the workers by sex and geographical location, brings out strongly the relative youthfulness of the female workers. Only 15.1 per cent of the females as against 52.7 per cent of the males are aged 25 years and over. No boys under 13 are found, but there are three girls aged 12. From 13 up to and including 20 a larger proportion of the total females than of the total males is found in each one-year age group. For the two following years the relation fluctuates, but by 23 the males take the lead decisively, while among the females the proportion in each age group decreases rapidly. The greatest massing of the female workers is found at 17 years, 14.4 per cent of their total number being of this age; the corresponding point of the male workers is 21 years, 6.3 per cent of their number being grouped here.

The age distribution of the female workers varies materially from State to State. The number studied and the proportion in several age groups were for each State as follows:[1]

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CONFECTIONERY.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Massachusetts	902	43.9	62.3	14.3
New York	535	30.3	46.7	30.7
Pennsylvania	411	36.3	59.4	14.1
Ohio	321	51.4	73.5	9.7
Indiana	118	45.8	63.6	10.2
Illinois	572	50.0	68.9	10.8
Wisconsin	305	54.8	76.1	8.2
Maryland	175	58.3	75.4	11.4
Georgia and Louisiana	117	44.4	65.8	18.0

[1] Maine, Rhode Island, and New Jersey are omitted on account of the small number studied in these States.

The youthfulness of the confectionery workers appears very clearly in these figures. New York is the only State in which half of the women studied had reached 20 years of age, while in the other States the proportion under this age ranged from approximately three-fifths to over three-fourths. In seven of the nine States considered, over two-fifths of the female workers were under 18 years of age, and in four States half or more were in this age group. On the other hand, with the exception of New York and Georgia and Louisiana combined, no State showed as large a proportion as one-sixth of its workers in the group aged 25 and over.

The low age of the female workers is, of course, closely connected with the unskilled nature of their work. What the girls do is quickly learned, and requires chiefly deft and rapid movements, so that years add little to a worker's earning capacity, if, indeed, they do not decrease it.

RACE OF EMPLOYEES.

Foreign-born and non-English-speaking workers are numerous, both absolutely and relatively, among the confectionery employees studied. Table II shows their racial distribution by age groups and sex.

The Americans are the largest single race group, yet they form but little over a quarter of the total workers. The three great English-speaking groups, Americans, English, and Irish, combined constitute slightly less than two-fifths of the whole. Next to the Americans, the Italians are the most numerous group, followed rather closely by the Germans and at a long interval by the Irish.

Among the workers 16 years of age or over the Americans form the largest group of females and the Italians of males. In each of the English-speaking groups, the females furnish a larger proportion of the sex total than do the males, while among the non-English-speaking races this relation is generally reversed. Among the workers under 16 years of age, the proportion of the sex total furnished by the leading races does not differ greatly between the sexes.

The races show very marked differences in the proportion of workers under 16, as is shown by the following table, for the leading race groups:

PER CENT OF WORKERS UNDER 16 YEARS OF AGE OF TOTAL WORKERS OF SAME SEX, BY RACE—CONFECTIONERY.

Race.	Males.	Females.	Both sexes.
American	7.9	13.1	11.6
English	.....	7.6	5.3
German	5.7	19.1	14.1
Irish	2.3	12.2	10.5
Italian	2.5	11.6	7.3
Polish	25.0	30.5	30.0

The Polish employees differ markedly from the other races in that nearly as large a proportion of the males as of the females are under 16, but their numbers are relatively so small that the importance of this peculiarity is much diminished. Of the races which are more numerously represented, the Germans show the largest proportion of female workers under 16 years of age, the Americans, Irish, and Italians are not far apart, and the English have the smallest proportion of all.

The race of the workers seems to depend very largely upon local conditions. Thus 85 per cent of the Italian female and 71 per cent of the Italian male workers were found in the two States of Massachusetts and New York; over half of the German females were in Ohio and Illinois, while 51.6 per cent of the Irish women and girls are employed in Massachusetts. The Americans are widely scattered, but nearly two-fifths of their female workers (36.5 per cent) are in the two States of Massachusetts and Pennsylvania. Illinois, which furnished 15.9 per cent of all the female workers studied, supplied but 8.5 per cent of the American females. In this study Illinois really means Chicago, as no candy factories were studied elsewhere within the State. So this low proportion of Americans among the women workers is rather indicative of the very large foreign element in the city's population. Similar indications are found in the fact that it furnished 29.6 per cent of the German women, 46.7 per cent of the Polish, and just half of the few Hungarian women found in the industry.

CONJUGAL CONDITION.

As might be expected in an industry in which the female workers are so generally young, only a small proportion of them were either married or widowed. Tables IV and V show the marital condition by age, sex, and race.

A marked difference as to conjugal condition appears among the different races. Taking only those races of which at least 100 representatives were included, the following proportion of each had been married:

PER CENT OF FEMALE WORKERS OF EACH SPECIFIED RACE WHO HAD BEEN MARRIED—CONFECTIONERY.

Race.	Per cent.
American	8.2
Bohemian	5.9
German	6.9
Hebrew (combined)	1.6
Irish	7.3
Italian	20.6
Polish (combined)	4.5

The proportion of the Italians who had been married is striking, not only because of the size of the group, but because only about one-fourth of them were widowed, i. e., three-fourths of the group had husbands living who were presumably the chief wage earners of the family. In this respect the Italians surpass all the other race groups, having 15.7 per cent of their number married but not widowed. The English come next with 7.5 per cent, the Americans stand third with 5.5 per cent, and the Germans and Irish show an almost identical proportion—4 per cent and 3.9 per cent.

HOURS OF LABOR.

The following table shows for each establishment studied the daily and weekly hours of labor, the time allowed for lunch, and the frequency and amount of overtime when worked. The hours in general are rather long, a week of 48 hours being in force only where required by law for children under 16 or girls under 18. A shorter day on Saturday is very general in the Northeastern States studied, but is scarcely found in Ohio, Illinois, Indiana, and Wisconsin.

The time allowed for lunch was usually short, only 13 establishments giving an hour, and the large majority allowing only 30 minutes.

Overtime was almost universal, only seven establishments reporting none. The frequency with which it was required varied widely. In 3 cases the days on which overtime was required amounted to less than a week, but in 33 cases the period had ranged from 3 weeks up to 14 weeks. The amount of overtime varied from 1 to 18 hours a week, the larger amounts usually being found in factories where the normal hours were long. Thus factories Nos. 37, 38, and 39 each reported overtime lasting through 13 weeks, amounting to 18 hours a week; as their normal hours except for children under 16 years of age were 60, it is evident that for something over three months very long hours were worked. No. 40 had the same hours and reported the same amount of overtime, but for a slightly shorter period—70 instead of 78 days. Nos. 41 and 42 had a normal week of 60 hours for all workers. Each worked overtime amounting to 15 hours a week, No. 41 for only 10 days, No. 42 for four weeks. A week of 70 hours or more during the overtime period was not uncommon.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CONFECTIONERY.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Maine	10	10		60	60	24	6
2	Do	10	10		[1] 60	60	24	12
		9½	9½		[2] 57			
3	Do	10	9		59	60	2	12½
4	Massachusetts	10	5		[3] 55	30	84	6½
		9	5		[4] 50	30	84	8
5	Do	9½	6		[3] 53½	60	3	3
		9	5½		[4] 50½			
6	Do	10	6		[3] 56	30		
		9½	5½		[4] 53			
7	Do	9⅚	6		55⅙	40	15	[5] 3½
8	Do	10	6		[6] 56	30	15	4
		9½	5½		[7] 53	30	15	4½
9	Do	9	5		50	30	36	8
10	Do	10	6		[3] 56	30		
		9½	5½		[4] 53			
11	Do	9½	5½		[3] 53	30	40	6
		9	5		[4] 50			
12	Do	9⅚	6		55⅙	40	4	[8] 3½
13	Do	9½	5½		[6] 53	30	28	8
		9	5		[7] 50			
14	Rhode Island	10½	5½		58	30		
15	New York	10	10		60	[9] 30	7	15
16	Do	10	9		59	([10])	24	5
		8	9		49			
17	Do	[11] 9½	9½		60	[9] 30		
18	Do	10	9		59	60	20	7
		8	8		[12] 48			
19	Do	9½	9½		57	[9] 30	21	2½
20	New Jersey	10	9		59	60		
21	Pennsylvania	10	8½		58½	[13] 30		
		10	7½		[12] 57½			
22	Do	10½	6		58½	[13] 30	20	1
23	Do	9½	7½		55	[13] 30	24	1
24	Do	10	9½		59½	[13] 30	([14])	2
25	Ohio	10	10		60	45	78	2½
		8	8		[12] 48			
26	Do	10	10		60	30		
		8	8		[15] 48			
27	Do	10	10		60	30	78	3
		8	8		[12] 48			
28	Do	10	10		60	30	78	1½
		8	8		[15] 48			
29	Do	10	10		60	30	78	4
		10	5		[16] 55			
		8	8		[17] 48			
30	Do	10	10		60	30	78	3
		8	8		[15] 48			
31	Illinois	9	9		[18] 54	30	30	15
		8	8		[19] 48			
32	Do	10	10		[20] 60	30	40	12
		8	8		[21] 48			

[1] Winter schedule for males; summer, 4½ hours less (during June, July, and August).
[2] Winter schedule for females; summer, 4½ hours less (during June, July, and August).
[3] Males.
[4] Females.
[5] Women; men average 8 hours a week.
[6] Applies only to males over 16.
[7] Applies to all females and to males under 16.
[8] Women; men average 4 hours a week.
[9] Special permit from factory inspector for shortening lunch period.
[10] Males, 60 minutes; females, 30 minutes, by special permit.
[11] Except Tuesday and Thursday, 11 hours.
[12] Applies to employees under 16 years.
[13] Permit for shortening lunch period not reported.
[14] Not reported.
[15] Applies only to females under 18.
[16] Applies to only 2 out of the total of 84 females under 18.
[17] Applies to 82 out of the total of 84 females under 18.
[18] June 1 to September 1, 4½ hours on Saturday, 49½ hours per week.
[19] For females under 16, June 1 to Sept. 1, 4½ hours on Saturday, 44½ per week.
[20] July 1 to Sept. 1, 5 hours on Saturday, 55 per week.
[21] Employees under 16, July 1 to Sept. 1, 5 hours on Saturday, 45 per week.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CONFECTIONERY—Concluded.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
33	Illinois	9½	9½		57	30	30	15
34	Indiana	9	9		54	60	30	10
35	Do	10	10		60	60	32	9
36	Do	10	9		59	[1] 30	50	15
37	Wisconsin	10	10		60	60	78	18
		10	5		[2] 55			
38	Do	10	10		60	60	78	18
		10	5		[2] 55			
39	Do	10	10		60	60	78	18
		10	5		[2] 55			
40	Do	10	10		60	60	70	18
		10	5		[2] 55			
41	Maryland	10	10		60	30	10	15
42	Do	10	10		60	30	24	15
43	Do	10	8½		[3] 58½	30	18	2
		9½	8		[4] 55½			
		13	13	13	[5] 91			
		10	10		[5] 60			
44	Georgia	10	9		[6] 59	30	40	10
45	Do	9½	8½		[7] 56	60	30	6⅔
46	Do	10½	9½		[6] 60	30	30	10
47	Louisiana	10	9½		[3] 59½	30	24	18
		8½	8		[4] 50½			

[1] Special permit from factory inspector for shortening lunch period.
[2] Applies to employees under 16 years.
[3] Males.
[4] Females.
[5] 1 employee doing night work.
[6] Winter schedule; summer schedule, about 6 months, 4 hours less.
[7] Frequently work only half day on Saturday.

EARNINGS.

Table VI shows the actual earnings of the employees studied during a specified week. The generally low wage level among the women is shown by the fact that in a group of some 3,500 not quite 5 per cent earned as much as $10 a week, not quite 12 per cent made $8, while over two-thirds of the whole number earned less than $6. That girls of 14 and 15 years of age should earn low wages is to be expected, but in this industry increasing years seem to bring very little increase of earning capacity. Four-fifths of those from 21 to 24 years old and very nearly three-fourths of those aged 25 years and over earned less than $8 in the week studied.

The variations in the wage level for the same age groups in various States are suggestive. In general it seems safe to assume that by the time a woman is 18 years of age she has gained whatever industrial value she is likely to have in such mechanical processes as those in which she is engaged in a candy factory. And since the work done by women in candy factories does not differ greatly in character from State to State, it also seems a reasonable assumption that the value of a woman aged 18 years and over would be approximately the same

to her employer whether she worked in Massachusetts or in Maryland, in Georgia, or in Wisconsin. Yet, as the following table shows, the difference in the proportion earning even so moderate a wage as $6 is marked.

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—CONFECTIONERY.[1]

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
Massachusetts	506	25.5	54.2	86.4	3.8
New York	370	30.5	56.5	84.3	3.5
Pennsylvania	248	41.5	61.7	91.1	.8
Ohio	156	41.7	65.4	89.1	1.3
Indiana	63	65.1	79.4	90.5	1.6
Wisconsin	136	70.6	85.3	97.1	1.5
Maryland	73	71.2	83.6	94.5	4.1

[1] Maine, Rhode Island, New Jersey, Louisiana, and Georgia are omitted on account of the small numbers studied there, and Illinois because the figures for earnings there were obtained in the height of the Christmas rush; when wages and hours alike were abnormal.

The variations shown here are too great to be explained on the ground of a difference in the value of services rendered. To some extent, no doubt, they are accounted for by the incompleteness of the investigation and to some extent, also, they probably reflect the difference in the number of industrial openings for women from place to place. But giving all due weight to such considerations, there still seems reason for thinking that such wide variations indicate a total lack of standardization in wages. There seems to be no recognized wage level which a worker of given age and ability may hope to attain. What she gets appears to depend partly upon her own bargaining powers, partly upon the prevailing sentiment of the community as to what wages should prevail, and most of all upon the attitude of her individual employer.

The female workers in the confectionery industry are largely unskilled, they are usually young, to a considerable extent they are foreigners, and they are unorganized. Consequently they are peculiarly unable to have any effective voice in fixing their wages. They take what they can get, and, at least in the establishments covered by this investigation, the majority were plainly getting less than a living wage.

SUMMARY.

The making of confectionery is an industry carried on very largely by female labor. It is widely distributed, being found practically throughout the country. The work is distinctly seasonal, having a

busy period before Christmas and another before Easter, with slack seasons intervening. As far as women are concerned, it is mainly a hand industry. A few of the operations performed by women demand practice and dexterity, but the majority are unskilled, consisting of simple operations or movements repeated indefinitely. As seen in this investigation, there is no competition between the sexes, males making the candy and females taking charge of the dipping, wrapping, and packing. To some extent also women and girls acted as helpers in the making, but were never found taking any responsible part here.

In the factories visited women and girls were not exposed to any danger from machinery. Much of the work required continuous standing, and chocolate dippers and those in one or two other occupations were obliged to work in uncomfortably low temperatures. In the main, however, the industry seemed to be carried on in healthful surroundings.

The age level of the female workers was very low, less than one-sixth being 25 years and over. Foreigners were largely represented, Italian and German workers being the most numerous. The proportion of married workers among the women was small, 90.1 per cent being single. Hours ranged from moderate to decidedly long, and overtime was common, almost universal. Earnings were low, more than two-thirds of the female workers having earned less than $6 during the week studied, and only 4.77 per cent having reached $10.

CORE MAKING.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Core making is an occupation rather than an industry, being carried on as one of the contributory processes of casting or molding iron, steel, or brass. It belongs to a small group of occupations connected with foundry and machine-shop work in which women have obtained a foothold. As far as the number of women employed is concerned, it is unimportant, but since the employment of women in work directly connected with foundries is unusual and is generally looked upon with disfavor, some investigation of the nature of the work done and of the conditions under which it is carried on seemed advisable.

The following table shows the establishments visited and the number by sex and age groups of the employees studied:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CORE MAKING.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Pennsylvania	255	17	.....	.....	.....	272
2	Do	1,500	4	.....	.....	.....	1,504
3	Do	800	38	.....	.....	.....	838
4	Do	1,500	8	.....	.....	.....	1,508
5	Illinois	14	208	.....	.....	.....	222
6	Do	12	96	.....	.....	.....	108
7	Indiana	27	16	3	.....	3	46
	Total	4,108	387	3	.....	3	4,498

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 7 CORE-MAKING ESTABLISHMENTS.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	4,108	91.3
Females	387	8.6
Under 16 years:		
Males	3	.1
Females	.....	.....
Total	4,498	100.0

CHARACTER OF THE INDUSTRY.

Since core making is not an independent industry, but is carried on as one process in the casting of metals, it is impossible to secure definite information as to the number of workers, value of product, development of the work, or similar points. In the matter of special interest in this study, the number of women employed at core making, it is doubtful whether full returns have ever been secured. In 1905 the census of manufactures gave the number of women employed in making foundry and machine shop products as 3,266, but there is no indication of what proportion of these were engaged in core making.[1] In 1907, of 144 establishments reporting to the United States Bureau of Labor on the hours and wages of core makers, only 6, employing in all 132 women, reported females engaged in this work.[2] In 1908 agents of the Bureau of Labor found 387 women core makers in 7 establishments. They also found 3 other plants, which limitations of time did not permit them to study, employing 648 women and girls as core makers. Where women are employed in such numbers their presence is easily learned, but when, as sometimes happens, there are only two or three

[1] Special Reports of the Census Office, Manufactures, 1905, Part I, p. lxxviii.
[2] Bulletin of the United States Bureau of Labor, No. 77, p. 38.

in a shop, they are apt to be overlooked in any estimate of the number following the trade. The steady increase in the use of electrical and sanitary appliances means a corresponding increase in the demand for small castings, and since women are specially adapted to making the cores needed for small castings it seems probable that the number of female core makers is increasing, but it is impossible to speak with certainty on this point.

CHARACTER OF THE WORK.

If the castings on a piece of machinery be examined it will be found that they are rarely or never pieces of solid metal without hole or depression. Sometimes they are hollow; sometimes they have irregular cavities or depressions or apertures as the nature of the fittings with which they are connected may require. Sometimes these cavities or hollows can be provided for in the mold itself, but more often cores of sand are fashioned into the proper shape and fastened into the mold. These cores vary from small and simple models which weigh perhaps a few ounces each and can be turned out at the rate of several thousand a day to ponderous and intricate structures weighing several tons and requiring a week or more to build up. Women are employed only on the light and simple work.

In core making the first requisite is the mold or core box, which is made by men. In the simpler kinds of work this is filled with sand mixed with other substances, such as flour, resin, molasses, etc., the mixture varying according to the kind of casting for which the core is designed. The sand mixture is rammed down into the mold so firmly that it will keep its form when the mold is lifted off; rough edges and projecting materials are smoothed away; several ventholes to permit the escape of the gases formed by the heated resin and other materials are made in it; the mold is removed, and the core is placed on a board or tray. As soon as this is filled it is carried to the ovens, in which the cores are baked hard; afterwards they are fastened into the molds by the molders.

Core making in its entirety is a highly skilled trade, demanding, first, a knowledge of the effect of molten metal on various kinds of sand; second, a knowledge of sand mixtures; third, a knowledge of venting; fourth, the ability to ram cores to the proper density; and, fifth, deftness in removing the core box or mold without injuring the core. The kind of sand used and the mixture with other substances, such as flour, resin, glucose, or molasses, varies with the nature of the piece to be molded. If a smooth surface is demanded, more flour must be used than for a rough one, and so on. It is said that even the best core makers have not mastered all the details of their art.

No instances were found of women who had learned the trade as a whole. The kind of sand to be used, the proportion in which

the various substances should be mixed, the number of vent holes needed in each kind of core were all decided by the foreman or other man in charge. The women, standing or sitting at long tables on which each had a space about 3 feet square, filled the core boxes with the sand mixture, tamped it down to the proper density, removed the core box, and carried the cores to the oven. They were never employed upon heavy or intricate work, this being done by men.

In spite of this fact the work done by women is distinctly skilled. For a week or so after learners begin, at least 90 per cent of their work is spoiled. Within two weeks, however, they can learn to make the simplest forms well, and within three or four months they can do ordinary work; but it takes at least a year for the average woman to learn to make well all the varieties of cores which may fall to her department. Removing the core boxes without breaking the angles or corners of the more intricate cores is an operation which requires both natural dexterity and experience.

Because of this demand on the worker's skill, core making is less deadening and monotonous than many of the occupations in which women are employed. The making of each core is a bit of constructive work calling for much more than the mere repetition of mechanical movements. Usually a woman is called upon to make several different kinds of cores during a day, which also tends to keep the work from becoming mechanical.

Payment is by the piece, the rates ranging in the establishments visited from 3 cents per 100 for "pin cores" 1 inch long by three-fourths of an inch in diameter, which are the simplest and easiest forms made, up to 50 cents, and in a few cases even 75 cents, per 100 for the more difficult forms. Three to four pin cores were made at one time in core boxes, and it was estimated that if the girls kept steadily at this work all day they could turn out from 3,000 to 5,000 per day. They are not kept at this one type of core more than two or three hours at a time. The higher priced cores are those which have angles that make it hard to draw the core box without spoiling the core. On such cores 350 is said to be an average and 400 a high rate per day. Since they are paid by the piece the women naturally tend to work rapidly, but they do not have to keep pace with machines and there seemed no indication of "speeding up."

COMPETITION BETWEEN THE SEXES.

Since women are used only for making the lighter and less difficult cores, and since they never learn the trade as a whole, there seems little prospect that they will ever prove dangerous rivals of men in this work. To some extent they have supplanted boys who used

to be employed on the lighter cores which women now make. Where this change has been made the employers say they prefer the women because they are steadier and more contented workers. The boys learned to make the simpler cores as only one part of learning the whole trade, and when they had once mastered this work were anxious to go on to something else. But the women, who do not expect to progress to the more difficult parts, are willing to keep on at the simpler work indefinitely. Some of the employers also declared that the women's fingers, being smaller and more supple, were better adapted for making small cores than the men's were. On the other hand, in one foundry where women had been employed, boys were at the time of the investigations engaged upon the work they had formerly done.

No evidence was found that a change from boys to women, or vice versa, was accompanied by any change in rates paid. Payment was invariably by piece rates, and these rates were based upon the kind of core made, regardless of the sex of the maker.

GENERAL SANITARY CONDITIONS.

There seems nothing inherently objectionable or harmful in the work itself. No poisonous or injurious substances are handled, the cores made by women are usually light, and the workers are not driven to their highest possible speed. The sand mixture is moist, but is probably no more disagreeable than the melted chocolate with which a chocolate dipper's hands and arms are continuously covered, and is less likely than the latter mixture to be spattered over the worker's hair and clothing. There are no poisonous fumes or dusts, such as the women in the potteries encounter, and dangerous machines such as are found in the paper-box-making industry are wholly lacking.

The conditions under which the work is carried on, however, are often highly objectionable. The worst of these arise from the fact that as core making is a subsidiary process no special provision has been made for it, and in many foundries the core makers work wherever space can be found for them. In four of the seven establishments visited the core-makers' tables were in the same room with the ovens in which the cores were baked. In two cases the smoke from the ovens filled the rooms. Windows were open and smoke vents were located along the top of the rooms, but this did not prevent the smoke from filling the rooms so densely that one could not enter without having the eyes painfully affected. This condition was wholly unnecessary. In the same city where the worse of these two foundries was located was another foundry in which an upper room wholly apart from the ovens had been set aside for the women core makers. The room was clean, well lighted, and well ventilated, seats were provided, and in general the place presented a complete proof

that core making could be carried on under healthful and pleasant conditions.

In some of the foundries the women core makers were obliged to do a good deal of lifting and carrying. They brought their own sand and carried their own cores to the ovens. The weights involved were found to range from a comparatively trivial load up to 62 pounds, the latter being the weight of a sieve full of sand which the women in one establishment lifted and carried from the sand pile to their tables, a distance of 30 to 40 feet. In some of the foundries the sand was brought to the women by men, thus saving them the heaviest lifting.

In general in the factories visited excellent toilet, dressing, and rest rooms were provided for the women.

The whole impression produced by the investigation was that if suitable workrooms were provided and if the heavier carrying were done by men, core making as an occupation for women would not only be unobjectionable, but would have some marked advantages over the trades more commonly followed by them.[1]

THE LABOR FORCE.

The table on page 138 shows the distribution by States and establishments of the workers studied. As far as male core makers are concerned the figures are not complete, as no attempt was made to include men engaged in the kinds of core making not done by women. Accordingly no conclusions can be drawn as to the relative number of men and women engaged in the work.

AGE OF EMPLOYEES.

Table I gives by sex the ages of the core makers for whom this fact could be learned. A striking feature of the table is the absence

[1] In 1912 the Massachusetts Legislature authorized the State board of health to investigate core rooms in which women worked, and to make such rules as they deemed necessary for regulating the employment of women in this work. After investigation the board adopted the following rules, which are now in force:

Rule 1. Core rooms where women are employed should be so separated from the foundry that the women workers should not be exposed to the fumes and gases from the foundry.

Rule 2. Core rooms where women are employed should have a separate entrance, so that women going and coming from work should not have to pass through the foundry.

Rule 3. The ovens located in the core rooms should be so constructed, and mechanical devices used when necessary, as to carry off all the fumes generated in the process of baking the cores.

Rule 4. No woman should be permitted to carry cores from benches to ovens.

Rule 5. Forty pounds should be the maximum weight that a woman should be permitted to lift.

Rule 6. The State inspector of health of the health district wherein the foundry is located shall be empowered to change the maximum limit which a woman shall be allowed to lift if on personal examination of that woman working in a core room it shall seem to him safe and proper to do so.

It does not seem necessary to prescribe any limit for the size and the weight which the woman shall work on, as such work does not seem injurious to a woman's health.

Approved, December 5, 1912.

of any female workers under 16 years old. It is impossible to say whether this is the result of a deliberate policy or a purely accidental situation.

Of the 378 female workers whose age was learned, 76 were 19 years old. This was the largest group at any one age, being 20.11 per cent of the total. Nearly half of them, 178, were 20 years old or over. The States show considerable difference in regard to the age grouping of these workers. In Indiana the greatest massing occurred at 16, one-fourth of those studied being at this age. In Pennsylvania the point of greatest massing was advanced to 17 years, 15 of the 67 workers being grouped here, while in Illinois 63 of the 295 core makers, or 21.36 per cent, were 19 years old. The number of women studied in each State, and the proportion of these in certain age groups were as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CORE MAKERS.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Pennsylvania	67	29.85	59.70	17.91
Illinois	295	12.88	50.51	7.80
Indiana	16	43.75	68.75	18.75

RACE OF EMPLOYEES.

Table II gives the race of the workers studied by sex and also by age groups. Taking the groups as a whole, the English-speaking races form not quite one-fifth, the Germans form nearly as large a proportion as all the English-speaking races combined, while the Austrians, who are by far the largest race group, furnish over two-fifths of the total.

The number of male core makers, however, is too small for the figures concerning them to have much significance. Among the female workers the preponderence of the non-English-speaking races is even more marked than in the group as a whole. The Austrians form nearly one-half—47.2 per cent—and the Germans are practically one-fifth, while the Americans, English, Irish, and Scotch together form less than one-sixth of the total.

There are very great local differences in this respect. Of the 16 women core makers in Indiana, 15 were Americans and 1 Irish; in Pennsylvania the English-speaking races formed not far from one-third (29.9 per cent) of the total, while in Illinois they formed only 7.5 per cent of the whole number. The Germans constitute 26.9 per cent of the Pennsylvania group, but are only 19.3 per cent of the Illinois workers, while the Austrians, who form three-fifths of the Illinois group, have but a single representative among the Pennsyl-

vania core makers. On the whole, the figures given seem to indicate that the work is not in general regarded with favor by women of the English-speaking races, and that when they have a choice of occupations they leave this for the foreign born.

The number of women of the three leading races whose ages were learned and the proportion of each in certain age groups were as follows:

NUMBER OF FEMALES WHOSE AGES WERE REPORTED AND PER CENT IN SPECIFIED AGE GROUPS, BY THREE LEADING RACES—CORE MAKERS.

Race.	Number of females whose ages were reported.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
American	41	26.8	61.0	14.6
Austrian	178	5.1	48.3	6.7
German	75	25.3	50.7	10.7

It will be observed that the age distribution of the Illinois core makers is largely determined by the Austrians, of whom practically nine-tenths are at least 18 but under 25 years. The Germans and Americans do not differ materially in the youngest age group, but the Americans show the larger proportion aged 25 or over.

CONJUGAL CONDITION.

Table IV gives the conjugal condition of the core makers by sex and age. Owing to the difference in the size of the groups no comparison can be drawn between the sexes, but it may be noticed in passing that 45.9 per cent, or very nearly one-half, of the male core makers for whom this detail was learned were married. The race groups are too small to indicate whether or not racial tendencies manifest themselves in this matter.

Of the 377 women for whom the facts were gathered, 90.72 per cent were single. The three leading races differed considerably in this respect, the Americans showing 95.1 per cent single, the Germans 98.7 per cent, and the Austrians 87.1 per cent. Moreover, among both the Germans and the Americans those who were not single were widows, while among the Austrians 11.2 per cent of their whole group were married but not widowed.[1] The other races were so scantily represented that no significance can be attached to the figures concerning them.

HOURS OF LABOR.

The following table shows the regular working hours, the time allowed for lunch, and the duration and extent of overtime when it existed, in the factories visited.

[1] Per cents showing conjugal condition by race are computed from figures shown in Table V.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CORE MAKERS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Pennsylvania	10	9	.....	59	[1] 30	.....	.....
		9½	8	.....	55½			
		12	.....	.....	[2] 60			
2	Do	([3])	([3])	([3])	([3])	([3])	([3])	([3])
		9	5	.....	50	60	.....	.....
3	Do	([3])	([3])	([3])	([3])	([3])	([3])	([3])
		8	8	.....	48	[1] 30	.....	.....
4	Do	([3])	([3])	([3])	([3])	([3])	([3])	([3])
		10 1/12	8 7/12	.....	59	[4] 25	35	9
		[5] 10	5	.....	54	30	8	5
5	Illinois	9½	4½	.....	51	45	.....	.....
		[5] 10	5	.....	54	30	.....	.....
		[5] 10	5	.....	54	30	.....	.....
		[5] 10	5	.....	54	30	6	5
6	Do	9⅚	4⅚	.....	54	30	.....	.....
7	Indiana	10	9	.....	59	60	.....	.....
		9	7	.....	52		.....	.....

[1] Permit for shortening lunch period not reported.
[2] Night force.
[3] Data in regard to male employees not obtained.
[4] Permit for shortening lunch period on file.
[5] Except Friday, 1 hour less.

In some cases only the hours of the female workers were obtained, but where the data for both sexes are presented it will be observed that the women tend to have shorter hours than the men. Sometimes there is a difference between the groups of women working under one management, as in factory No. 5, in which the women in one department are allowed to cease work half an hour before the usual closing time, in order that they may do the necessary "cleaning up" and be ready to leave at the regular closing hour.

The hours for women are not so long as in many of the industries studied. Grouping the female workers according to their regular weekly hours the following results are shown:

Women working 48 hours	38
Women working 50 hours	4
Women working 51 hours	120
Women working 52 hours	16
Women working 54 hours	184
Women working 55½ hours	17
Women working 59 hours	8

It will be noticed that considerably less than one-tenth of the women—6.4 per cent—worked more than 54 hours per week, while a trifle over two-fifths—162, or 41.9 per cent—had a week of 51 hours or less.

The lunch period was usually short, only two cases being found in which an hour was allowed. Overtime was neither frequent nor serious.

EARNINGS.

Table VI shows the earnings of the core makers as taken from the employer's rolls for a given week. The wage level is higher than in many of the occupations followed by women. Even in the youngest age group, comprising those 16 and 17 years old, 90 per cent are earning $4 or more a week, and 70 per cent earn $6 or more. Less than one-fourth of the whole number earned under $6, while not far from one-fifth (17.39 per cent) earned $10 or over.

The effect of years, which presumably imply experience, upon earning capacity is marked. Among those 16 and 17 years old 18 per cent earned under $5 during the week taken, and not quite one-third—32.8 per cent—earned $8 or over, while among those over 20 only 5.9 per cent earned under $5, and exactly half earned $8 or over. In the oldest group, those aged 25 years or over, half earned $10 or over, and 29 per cent earned $12 or over. In some of the establishments visited the managers declared that the piece rates had been placed at figures which would enable the average worker to earn from $1 to $1.50 per day. Naturally such figures enable the worker who rises above the average to make the $10 or $12 a week which, as Table VI shows, were not very exceptional earnings.

Considering only the women aged 18 or over, the proportion in each of the earnings groups differed considerably in the different States. The number concerned and the proportion in certain earnings groups were for each State as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—CORE MAKERS.

State.	Female workers 18 years of age and over.			
	Number.	Per cent with weekly earnings of—		
		Under $6.	Under $8.	$10 and over.
Pennsylvania	45	4.4	22.2	68.9
Illinois	253	22.9	67.6	8.3
Indiana	9	88.9	100.0	.....

The numbers concerned are so different that no comparisons can safely be made, but in themselves the proportions are interesting. Indiana is included for the sake of uniformity, in spite of the very small number of workers studied there.

SUMMARY.

Core making as an occupation for women has no inherently objectionable features, and, on the other hand, requires a degree of skill and training which keeps it from the deadening monotony of much

of the work done by women and girls. Nevertheless, the conditions under which it is frequently carried on, or a feeling that foundry occupations are not suitable for women, or both combined, seem to have created a prejudice against it in the minds of women of the English-speaking races, and it is largely in the hands of the newer immigrants. The three objectionable features found in this investigation were that it was frequently carried on in unsuitable rooms, that the women in general stood at their work, and that they were frequently required to lift and carry heavy loads. No one of these features was essential to the work and establishments were found in which not one existed.

No competition was found between women and adult men, but to some extent women have replaced boys. There is no speeding up and no pace setting by machinery. Payment is by piece rates, and earnings are fair to good, the individual worker's experience and ability largely determining this matter.

CORSETS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Although this is not one of the great industries of the country, it is so largely in the hands of women that its inclusion in this study seemed desirable. Nine establishments, located in four States and with a total of 4,857 employees, were visited. The following table shows the location of the factories, and the sex and age grouping of the employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CORSETS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Connecticut	60	441	.....	8	8	509
2	Do	369	1,369	3	26	29	1,767
3	Do	17	179	.....	12	12	208
4	Do	35	371	.....	36	36	442
5	Do	34	130	.....	16	16	180
6	Do	23	18	.....	.....	.....	41
7	New Jersey	19	273	2	13	15	307
8	Illinois	68	342	8	82	90	500
9	Michigan	135	705	.....	63	63	903
	Total	760	3,828	13	256	269	4,857

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 9 CORSET FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	760	15.6
Females	3,828	78.8
Under 16 years:		
Males	13	.3
Females	256	5.3
Total	4,857	100.0

CHARACTER OF THE INDUSTRY.

During the five years which elapsed between the taking of the Twelfth Census, 1900, and the special census of manufactures, taken in 1905, a process of consolidation and centralization appears to have been going on in the corset-making industry. The number of establishments decreased from 216 to 109, and the average number of employees from 12,729 to 10,975, the total capital invested increasing meanwhile from $7,481,048 in 1900 to $9,589,402 in 1905. The greatest decrease in number employed occurred among the children under 16 years of age, and the next greatest among the women.[1] This is probably due to the increased use of machinery rendered possible by the consolidation of scattered plants into one large establishment, and the consequent diminution of the light handwork occupations at which women and children had previously been employed.

Both in 1900 and in 1905 Connecticut was the principal seat of this industry. In 1900 it employed 45 per cent of the total wage earners and turned out 46 per cent of the total product. In 1905 it had lost ground relatively, but still employed 40 per cent of the workers and turned out 37.6 per cent of the total value of the product. Massachusetts and New Jersey each showed an increase, both absolute and relative, during this period, in the number of employees and the value of the product, but the other important States, Illinois, Michigan, and New York, all showed a decided falling off in both respects.

As seen in this investigation there are two types of corset factories. In one all the materials are bought ready for use and only the corset making proper is done. In the second type the work is extended to include allied industries, such as the manufacturing of corset steels, and the making of hose supporters and of the metal pieces used upon them. The manufacture of the paper boxes in which the finished corsets are to be packed is sometimes included, and some factories add side lines, such as the making of skeleton waists and special kinds of shields.

The proportion of women in a given factory depends upon the type to which it belongs. If it is confined strictly to corset making but few men will be employed; if it takes in side lines the proportion of male employees may be indefinitely increased, according to the nature of the additional occupations included.

Corset making is very largely a machine industry, the sewing machine being the chief one used. An eyeleting machine, which works on the general principle of the foot press, is also used, and a machine for threading ribbon through the lace used for trimming is found in some factories. When additional departments are added,

[1] See Twelfth Census, 1900: Manufactures, Part I, pp. 170–173; also Special Reports of the Census Office, Manufactures, 1905, Part I, pp. 186–189.

an endless variety of machines may be used, the kinds varying with the work done.

Corset making proper is in itself clean work, and since the goods and the product must be kept as immaculate as possible, the workrooms are usually clean, well lighted, and well ventilated. The ventilation is a kind of incidental benefit. It is highly desirable to exclude dust and smoke from the workrooms, but since air can not be shut out altogether, the end is usually attained by installing ventilating systems, or by placing the factory in a locality where the natural air supply will be pure and clean. The only strikingly unpleasant feature of a corset factory is the continuous din of machinery, so loud that conversation is practically impossible. In all the factories visited the dressing rooms, toilets, lavatories, etc., were adequate and satisfactory.

When other departments are added, conditions in them often fall far below those in the corset factory proper. Especially is this apt to be the case where steels and other metal parts are made. In one such case about a hundred girls were found working with a number of men in a basement so low and dark that artificial light was needed all through the day. The ventilation was very inadequate, and the surroundings in which the work was carried on were dirty, noisy, and unpleasant.

REGULARITY OF THE WORK.

The work is not seasonal, yet overtime seems to be common. At the time the investigation was made, the trade seemed to be increasing, and nearly all the factories were running at their full capacity. One of the largest had, according to the statement of its manager, been running overtime for about three months. This, however, he declared not to be a seasonal matter, but merely a development of their regular trade.

COMPETITION BETWEEN THE SEXES.

There is practically no competition between the sexes in corset making. Three women were found engaged in ironing, an occupation otherwise left entirely to men, and both men and women were found working upon the eyeleting machine, but with these exceptions the division of operations between the sexes was complete. In the metal working and other departments sometimes added, the line of division between the sexes was by no means so clear cut. No complaint was made, however, that women were supplanting men, nor could it be learned that the proportion of the sexes was changing.

GENERAL SANITARY CONDITIONS.

As already stated, in most of the factories visited conditions as to light, air, and sanitation were good, but the metal-working departments presented some exceptions to this.

In general the work done by women does not involve much physical strain. Exceptions to this are found in the cases of post-machine operators, flossing-machine operators, and the few women employed as ironers. The nervous strain is considerable for many of the workers, owing to the rate at which the machines are operated and the noise amid which the work is carried on. The machines are geared to a speed of from 1,800 to 3,200 stitches a minute, and some of the operations, like gore making and lap seaming, require very close attention if good work is to be done.

The attitude assumed by the sewing-machine operators is not a healthful one, as they bend forward over the machine in order to watch and feed the work. The angle formed by the girl's lap and the upper part of her body as she sits thus is about 60 degrees; but in the operations of gore making, lap seaming, and stripping, she often bends forward more than this.

The most common kind of accident in corset factories consists of running the needle of the sewing machine through the finger. Such accidents are rarely serious in their consequences, but are often very painful, especially if the needle breaks off in the finger and it becomes necessary to cut it out.

On the whole the industry presents for women and girls a series of occupations, mainly sewing machine or hand operations, for the most part involving a nervous rather than a physical strain, carried on under fair sanitary conditions and carrying with them little risk of serious accident.

OCCUPATIONS WITHIN THE INDUSTRY.

Corset making is a highly organized and subdivided industry. The exact number of occupations differs from factory to factory, but in general each pair of corsets passes through the hands of from 40 to 50 workers. If the steels, hooks, clasps, supporters, etc., are made in the same factory, the number of separate workers may be larger than this. The following is a list of occupations in the direct manufacture of corsets in the order in which they are taken up. When not otherwise specified, the operations are performed by women or children.

The word "hand" or "machine" after each occupation indicates the method of operation:

Cutting, hand. (Male.)
Folding gores, hand.
Gore maker, machine.
Joining (lap seaming and seaming), machine.
Stripper (including back making and side stripping), machine.
Skip stitcher, machine.
Covering or placing steels, hand.
Steel stitcher, machine.
Shaping, hand and machine.
Inspecting, hand.
Boning, hand.
Eyeleting, machine. (Male and female.)
Binding, machine.
Zone seaming, machine.
Flossing, machine.

End fastening, machine.
Cutting ends, hand.
Draw strings, hand.
Edging, machine.
Floss clipping, hand.
Tie-up work, hand.
Cut hose supporters, hand.
Hose supporter (stringing), hand.
Hose supporter stitching, machine.
Attach hose supporters, machine.
Ironing, hand. (Male and female.)
Lace stitching, machine.
Basting, hand.
Hand sewing, hand.
Sew hooks on, hand.
Stamping and measuring, hand.
Clasping, hand.
Inspecting, second, hand.
Repairing, machine and hand.
Boxing, hand.

And the following miscellaneous occupations:

Lace stringing, machine.
Instructor, hand.
Forewoman, hand.
Folding strip, machine.
Cutting strip, machine.
Gang machine operator, machine.
Labeling, hand.
Giving out cloth, hand.
Charge of strip.
Giving out work, hand.
Check girl, hand.
Clerk, hand.
Errand girl, hand.
Case maker, hand. (Male.)
Stock girl, hand.
Shipping clerk, hand. (Male.)
Receiving clerk, hand. (Male.)

Most of these operations demand speed rather than skill, a few weeks giving the needed training, though a longer time is required for gaining full speed. In many cases the nature of the operation is fully indicated by its name, but in a few cases there are special features which require mention.

CUTTING.

This, which is probably the most skilled operation in corset making, is wholly in the hands of men. The cloth to be cut is spread upon the cutting table, one layer over another, until about 2 dozen layers are upon the table. In some factories a pattern is traced upon the uppermost layer; in others a metal pattern is laid upon it. In the factories visited the cutters used a small, sharp knife for the cutting, doing the work entirely by hand. Considerable strength is required for cutting through so many thicknesses of cloth. There are ordinarily 14 pieces cut for each pair of corsets.

GORE MAKING.

After the pieces have been cut out the edges of the gores are folded down by hand, a simple operation, usually performed by young girls who have recently come into the factory, after which they go to the gore maker. Her work is to put the gore into the main body pieces of the corset. Owing to the triangular shape of the gore this is one of the most difficult of the operations on a corset. The gore maker has to sew up into the corner of the gore and around it, so that her seam forms an acute angle. Because of this fact she can use only a single needle machine, and therefore has to sew two seams on each

gore to correspond to the lap seam with which the rest of the pieces are joined. Most of the gores have to be put in with a curved instead of a straight seam, so that the gore maker must pay close attention to the feed of the goods through the machine. Any carelessness on her part may result in spoiling the corsets, as their shape depends very largely upon her work. Her machine is operated at a speed of 3,200 stitches a minute.

LAP SEAMING OR JOINING.

From the gore maker the corsets pass to the lap seamer, who finishes putting the main parts together. Generally speaking, there are two kinds of machines on which lap seaming is done—the post machine, so called because the bed of the machine is raised from the table so that there is no rest for the operator's arms, and the flat-bed machine, in which the bed is set into the table as in an ordinary machine. Work at the post machine is very difficult because, having nothing on which to rest her arms, the operator must lean toward her machine with both arms raised, keeping that position as she runs the work through. Only the stronger women are put at this machine, as forewomen say the others can not stand the strain of this work. The advantage of the post machine is that it can be operated faster than the flat-bed machine. It is a two-needle machine, usually operated at the rate of 1,800 stitches a minute.

Taking the pieces as they come from the gore maker, the lap seamer matches them, puts the ends together, and starts the work through the machine, feeding it with just enough tension to keep it straight, and watching it constantly to see that the proper amount of cloth is taken up in the seam, so that the shape may not be marred. The amount which can be done in a day depends upon the size and style of the corset, the range being from about 15 dozen to 34 dozen pairs in a 10-hour day.

STEEL STITCHING.

From the lap seamer the work goes to the skip stitcher, who seams down the outside edge of the coverings or facings for the front steels. This is done on a single-needle machine and has no special points of difficulty or interest. Next the stripper puts on the strips which make the pockets into which the bones or steels are slipped. This is done on two, three, or four needle machines, according to the style of the corset and whether the operator is doing side, back, or body stripping. The two steels used in the front of the corsets are slipped into the cover made by the skip stitcher and the work is ready for the steel stitcher.

Steel stitching consists of stitching the front steels into the facings by running a single seam down the inner edge of the steel, as close to

it as possible. This is one of the hardest of the machine operations, owing to the necessity of holding the steel as close to the needle as can be done. In order to accomplish this the steel stitcher has to pay close attention to the feed of her machine and must exert some pressure to keep the steel in place. This exertion is not great, but must be kept up all day. The work is done on a single-needle machine, operated in the cases noted at a rate of 3,200 stitches per minute. A steel stitcher will do from 15 to 30 dozen pairs of steels in a 10-hour day, depending on the length of the corset. The average is about 20 dozen.

SHAPING.

At this stage the corsets, made up as far as the body is concerned, are sent to the shaper, who trims off the upper and lower edges, making the curves regular and shaping them to conform to the desired style. Two methods of shaping were seen in use, in one the work being done by hand with a pair of scissors, while in the other it is done by machine. The machine method, again, is divided, being done in some cases on a power-driven machine and in others on a machine worked by foot.

When done by hand this is hard work, for at certain points along the edge four or six thicknesses of cloth must be cut through. The shaper's hand often becomes much disfigured from the constant pressure of the shears on that part over which the handle fits, i. e., across the thumb and first two fingers. Sometimes the thumb and fingers are bent out of shape, and the joints affected are thrown out of shape.

When the work is done by machine, it is far easier, as the operator only has to feed the corset through the machine with a kind of throwing motion, guiding it so that just enough of the edge is taken off. The power-operated machines were seen in only one factory. They had each a set of gearing, unguarded, and in dangerous proximity to the fingers of the operator. The foot machines had no dangerous features.

EYELETING.

After being shaped, the corsets are boned; that is, the bones or steels are slipped into the pockets prepared for them by the strippers, after which they are ready for eyeleting. The metal eyelets are set into the back of the corsets between the two back bones, the work being done upon either a single or multiple eyeleting machine. This work is done by both men and women. The operator sits before the machine, puts the corsets under the punches, and trips the machine with the foot by means of a treadle. The eyelets feed down automatically and are fastened into the cloth by the blow of the punches. The work requires no great physical strain. On the multiple eye-

leting machine a woman can do 150 dozen pairs of corsets, two sets of eyelets to each pair, in a 10-hour day when running full time. Ordinarily about 125 dozen will be the average.

FLOSSING.

After being eyeleted, the corsets are bound, a piece of binding tape being stitched around the edge, after which they go to the flossing-machine operator. The flossing machine takes a coarse stitch, much like basting, except that it is permanent. The machine does not feed automatically and is worked by what is known as the "heel and toe motion." This makes the work much harder for the operator than that on power-driven machines.

The machine is used for flossing on lace, flossing on belts, and staying steels or wires. Flossing on lace is putting the lace trimming on the top of the corset; flossing belts is attaching the narrow strip of cloth, which is known as a belt, across the center or "zone" of the corset; and staying steels is putting a number of floss stitches across the end of the wire so that it can not work up or down under the strip.

IRONING.

A number of minor operations precede this. On some styles of corsets the belts are seamed, an operation known as zone seaming. The ends of the binding tape must be cut even with the corset and fastened. The elastic for the hose supporters must be cut into proper lengths, and the metal pieces put or "strung" on them. This latter work is exceedingly simple and is usually done by children, some of whom appeared to be much below the legal age for employment, though most of them were provided with certificates of one kind or another. Some stitching is also necessary on the hose supporters, and they must be stitched onto the body of the corsets, which are then ready for ironing.

This work is usually done by men, as it is considered too heavy for women, but a few of the latter were found engaged in it. Both electric and gas irons were in use. Some styles of corsets are starched before ironing, and some are merely dampened, each ironer doing that part of the work on his own lot of corsets. A special room is used for dampening or starching the corsets, which is done by means of a fine spray of starch vapor or steam. When the ironer has dampened or starched a batch of corsets, he carries them back to his ironing bench, on which is placed a small raised ironing board or pad. The special point to be observed in the ironing is to keep the gores from getting creased. To avoid this, when the gores are ironed the iron must be managed with one hand while the corset must be pulled or stretched out with the other, and at the same time the weight of the body must

be thrown onto the iron to give the necessary pressing. In the factories visited the irons did not swing on brackets, but had to be lifted to and from the corsets; they weighed from 10 to 12 pounds.

In order to do successful work the ironers must stand all the time. The weight of the irons, the additional pressure which must be thrown upon them, the heat, and, when gas irons are used, the odor of the gas combine to make the work hard and disagreeable. Ironers are paid by the piece, and the men earn better wages than any other workers in corset making except the cutters. The female ironers were not able to get through nearly so much work, and did not earn as much as some of the machine operators. The men seen were ironing from 1.65 to 2.54 dozen pairs of corsets an hour, while the women averaged 1.21 to 1.26 dozen pairs an hour.

FINAL OPERATIONS.

After the corsets have been ironed, any trimming designed for them is put on by hand or machine as its nature may require, and if they are to have hooks to serve as skirt supporters these are sewed on. They are stamped with the size, number, and style, measured, the fronts are clasped together, the corsets looked over for imperfections, which are repaired if found, and then rolled up and placed in boxes ready for sending out. In some plants the boxes are made and labeled on the premises, in which case the usual operations of a paper-box-making factory are carried on. More often, however, they are bought ready made.

There are a number of subsidiary operations connected with corset making. Ribbon must be run through the lace for trimming, the cloth used for stripping must be cut into the desired widths, which is done on an automatic machine operated by men, the edges of the strip must be folded, cords must be stitched into the cloth used for making certain heavy corsets, and so on. None of these operations present any features of peculiar difficulty or danger.

When the steel or metal parts are made or cut out in the establishment, this work is commonly done in a special department, which has the usual features of any metal-working plant engaged in the manufacture of small articles. The most noticeable feature, as seen in this investigation, was the frequent employment of women and girls on stamping presses without guards

THE LABOR FORCE.

As shown in the table given on page 147, women and children constitute the great majority of the corset workers. There is considerable diversity between the different factories in this respect, the proportion of adult males varying according to whether or not the work is confined strictly to the manufacture of corsets, or includes

preparing some or all of the metal parts used. The proportion of men employed varies from 6.1 per cent in factory No. 7 to 56.1 per cent in factory No. 6. The proportion of adult women does not show so wide a range. There is only one instance—factory No. 6—in which they formed less than three-fifths of the working force, and in six of the nine factories visited they constituted from over three-fourths to nearly nine-tenths of the workers. The employment of children varied considerably, their proportion ranging from none at all in factory No. 6 to 18 per cent of the total force in factory No. 8.

AGE OF EMPLOYEES.

Table I shows by sex and State the age of the 4,496 workers for whom this fact could be learned. It will be observed that while the ages of the female workers have a lower average than those of the males, children are not relatively numerous in either sex. Less than 2 per cent of the male and only 8.26 per cent of the female workers were under 16 years old.

As the operations performed by males often demand either strength or skill, it is not surprising that as compared with the female workers they show a higher age level. Only 9.36 per cent of the males, as compared with 24.52 per cent of the females, were under 18 years of age, while on the other hand more than three-fifths (63.22 per cent) of the males were aged 25 or over, but only a little over one-third (35.71 per cent) of the females were in this age group. Eighteen years was the age of greatest massing among the female workers, 8.67 per cent being found at this point, while 22 was the corresponding age for males, 5.02 per cent of their number being thus aged.

The age distribution of the female workers shows a marked variation between the two eastern and the two Mississippi Valley States. The percentage found in various age groups for each State is as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CORSETS.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Connecticut	2,468	19.45	32.46	45.62
New Jersey	265	16.98	36.23	33.58
Illinois	423	43.74	64.07	14.42
Michigan	742	33.15	56.47	15.63

The number of workers studied in Connecticut was so much larger than elsewhere that a comparison can not fairly be drawn between the different States. Nevertheless, the much larger proportion of

youthful workers in the two western States probably represents quite fairly the greater tendency there to employ young workers when possible; also, it is significant of the tendency of women in the eastern States to continue longer in industry and to return to it after marriage.

RACE OF EMPLOYEES.

Table II gives by sex and age groups the race of the 4,506 workers for whom this information could be obtained. Americans form the largest race group, making up nearly one-fourth of the total workers, while the three great English-speaking groups—Americans, English, and Irish—constitute not far from one-half (45.45 per cent) of the total. The leading races are the Americans, the Germans, and the Irish, the two latter being very nearly equal. The female workers outnumber the males to such an extent that their race distribution practically determines that of the whole group. When the sexes are compared, the males show a much larger proportion of Americans, a somewhat larger proportion of English and Scotch, and a smaller proportion of Germans and Irish than is found among the females.

There is a marked difference in the proportion of Americans among the female workers over and under 16 years of age, only a little over one-eighth of the younger workers belonging to this group. On the other hand, the Germans, the Italians, and the Poles are far more numerous proportionately among the girls under 16 years of age.

The number of women in the races having a hundred or more representatives and the proportion of each in certain age groups were as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY RACES HAVING 100 OR MORE REPRESENTATIVES—CORSETS.

Race.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
American	871	18.6	32.6	42.9
English	167	16.2	26.3	48.5
German	729	35.7	54.5	20.7
Hebrew	174	28.2	58.6	5.2
Hungarian	298	21.8	40.9	35.2
Irish	695	8.3	16.1	65.3
Italian	271	42.8	64.2	16.6
Polish	190	52.1	71.1	12.6

The Irish, who show a much larger proportion aged 25 and over than any other race group, are especially numerous in Connecticut. So are the English, the Americans, and the Hungarians, all races which show a considerable proportion of mature workers, a fact of interest in its bearing on the high age level of the Connecticut employees. On the other hand, the Germans and the Polish, both races in which

the age level is low, are relatively numerous in Illinois, while the Germans form more than two-fifths of the Michigan female workers. The connection between a low age level and a proportionately large representation of workers of foreign speech in these States seems clearly indicated.

CONJUGAL CONDITION.

Table IV gives by sex and age the conjugal condition of 4,485 corset workers from whom information on these points was gained. As between the sexes there is naturally a marked difference, 78.51 per cent of the females being single against 46.63 per cent of the males. Among the females considerable racial differences appear. The following shows the proportion in each conjugal state for the races having a hundred or more representatives:

PER CENT OF FEMALE WORKERS IN EACH CONJUGAL CONDITION, BY RACES HAVING 100 OR MORE REPRESENTATIVES—CORSETS.

Race.	Single.	Married.	Widowed.
American	75.3	16.7	8.0
English	71.2	21.2	7.7
German	88.8	7.0	4.2
Hungarian	55.7	35.9	8.4
Irish	76.7	14.3	9.1
Italian	76.0	21.8	2.2
Hebrew (combined)	94.8	4.6	.6
Polish (combined)	84.7	14.2	1.1

The connection between the general age level of a race group and the proportion married does not seem very direct. The Irish, who have by far the largest proportion in the group aged 25 years or over, show a smaller percentage of workers who are or have been married than either the Americans or the English. The Italians, with a low age level, show almost the same proportion as the Irish of those who have been married. The Hungarians almost alone show the relation which would naturally be expected, a large proportion of their numbers being 25 years of age or over, while the proportion of those who are or have been married is larger than in the case of any other group.

HOURS OF LABOR.

The following table shows the regular working hours, time allowed for lunch, and duration and degree of overtime in the establishments visited.

A 9 to 10 hour day with some reduction on Saturday was the rule, the only instances of a shorter day being found in Illinois among the young workers, who may not legally be employed more than 8 hours a day. Except for these, a week of 54 hours or more was generally found, only two factories and one department of a third having a 52 or 53 hour week. An hour was very generally allowed for luncheon.

Overtime was reported from about half of the factories. It was not usually of long duration. In factory No. 2, however, which was by far the largest one visited, it was required for a period equal to 7½ weeks during the year, and for this length of time the hours ran up to 63 a week.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CORSETS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Connecticut	9½	4½		52	60		
2	Do	10	5		55	60	45	8
3	Do	9½	4½		52	60	9	2¼
4	Do	10	9		[1] 59	60		
5	Do							
6	Do	10	9		[2] 59	60		
7	New Jersey	9¾	8¾		57½	60		
8	Illinois	10	8		58	30	15	
		8	8		48			
9	Michigan	9½	5½		53	60	12	
		9¾	5¼		54	45		

[1] Information as to shortening hours of labor in June, July, and August not obtained.
[2] No notice posted regarding 55-hour week during June, July, and August.

EARNINGS.

Table VI shows the earnings during a specified week of the employees for whom data on this point could be obtained. As usual, the difference between the earnings of the male and female workers is striking, but in this case it appears to be due very directly to the different degrees of strength and skill demanded of the sexes. Men, it will be remembered, are employed chiefly at cutting and ironing, both occupations which require skill, experience, and strength, while the work done by women involves little more than speed and attention. It is significant that in the group aged under 16 years, in which neither boys nor girls have as yet had opportunity to acquire skill or develop strength, the wages of the sexes are much more nearly on a parity than in the older groups.

The figures relating to the earnings of the corset makers are less reliable than those concerning other industries, owing to the refusal of two large companies to permit any verification of the wages data. The following extract from the report of the agent detailed to this work shows the difficulties encountered:

Factory No. 2[1] was working overtime till 8 p. m. at the time of the agent's visit, and, according to the statement of the superintendent, had been so doing for about three months. In spite of this fact there were only one or two instances where the slips showed that more

[1] The factory numbers given here are those used in the table on p. 147.

than the legal number of hours had been worked. Some of the slips had had figures on them showing more than the legal number of hours, but these figures had been changed and reduced. A visit to this factory at night disclosed a large number of girls at work.

Two of the corset concerns visited opposed the gathering of satisfactory data very strongly. When the agent went to check up the wages and hours given on the slips of factory No. 2, it was with difficulty that the books could be obtained. One department was checked over, and it was found that the wages were all incorrect. the amounts had not been put down correctly, and charges for needles and thread had not been taken out. When the check girl was asked why she had not put down the amounts correctly, she replied that the treasurer had instructed her to put down about what she thought the girls earned in a full week. The treasurer had previously agreed to put down the exact amounts on the slips. The girls in this factory had to purchase their needles and thread from the firm. When an attempt was made to check up another department, the superintendent refused to let any further checking be done. When factory No. 4 was visited, it was also with a good deal of reluctance that permission was given to distribute individual slips, and no aid was given by the firm in the matter of getting the slips filled out correctly or of getting them back after they had been distributed. Here, also, the agent was refused permission to check up the wages data obtained on the slips.

With a view to testing the probable accuracy of the figures, which thus had to be taken without verification, the following comparison is made of the data gathered from the six Connecticut establishments:

EARNINGS FOR ONE WEEK OF FEMALE EMPLOYEES IN SIX CONNECTICUT CORSET FACTORIES.

	Factory No. 1.	Factory No. 2.	Factory No. 3.	Factory No. 4.	Factory No. 5.	Factory No. 6.
Number of female employees whose ages and earnings were learned	434	1,417	171	259	144	18
Per cent of these under 16	1.8	7.9	4.7	8.5	9.7	.....
Per cent earning:						
Under $3	4.4	7.6	1.2	3.9	.7	11.1
$3 to $3.99	3.9	7.1	7.0	3.5	13.2	.....
$4 to $4.99	4.4	10.4	8.2	3.5	6.2	.....
$5 to $5.99	9.4	12.4	9.4	10.8	9.0	16.7
$6 to $6.99	13.8	15.5	11.7	16.2	10.4	33.3
$7 to $7.99	18.4	13.1	12.3	14.7	15.3	16.7
$8 to $9.99	26.3	22.7	22.8	33.6	29.9	22.2
$10 to $11.99	16.1	8.9	19.9	11.2	13.9	.....
$12 and over	3.2	2.5	7.6	2.7	1.4	.....
Per cent earning under $5	12.7	25.0	16.4	10.8	20.1	11.1
Per cent earning under $6	22.1	37.4	25.7	21.6	29.3	27.8
Per cent aged 18 and over earning under $6	20.4	31.2	24.8	12.6	17.3	27.8

Establishment No. 2 was working overtime, which would naturally increase the earnings of its employees; also, the charges for needles and thread had not been deducted, which again would increase the apparent wages above their real amount. Notwithstanding, the proportion of those showing low earnings is notably greater in this factory than in the others. There seems some reason for supposing,

therefore, that the establishment pays unusually low rates—nearly all the work done by women is paid by the piece—that the refusal to allow verification of the wages data was due to a desire to conceal this fact, and that the figures secured may represent accurately the earnings when overtime is worked, except that allowance must be made for the deductions for needles and thread.

The second establishment which refused to permit verification of the earnings data shows very different results. It has a relatively large proportion of workers under 16 years of age, a fact which would tend to increase the percentage of those earning low wages. Yet the proportion who show low earnings is notably small, and the proportion making good earnings is decidedly large. In this case there is little reason to doubt that the figures were deliberately falsified for the sake of making a good showing.

The uncertain character of the data from these two establishments makes any definite statement as to earnings unsatisfactory. Nevertheless, it is to the highest degree unlikely that these unverified earnings were understated, so that if Table VI errs, its error is not in the direction of making earnings too low. It is worth noticing, therefore, that in the whole group of 3,690 female employees whose ages and earnings were collected there were only 89 who earned as high as $12 a week, and only one-third—1,239, or 33.57 per cent—who earned $8 a week or more. This calculation, however, includes those who are under 16, whose wages would naturally be low. Considering only those who are 18 years old or over, it appears that considerably more than one-fourth (29.69 per cent) earned less than $6 during the specified week; not far from three-fifths (1,644, or 58.95 per cent) earned under $8; and less than one-sixth (409, or 14.66 per cent) earned $10 a week or more. When it is remembered that these figures represent only the earnings for one week, and take no account of the time lost through dull seasons or holidays or ill health or other interruptions, it is evident that corset making is for women decidedly a low-paid industry.

SUMMARY.

As seen in this investigation, corset making is decidedly a woman's industry, men and boys constituting only about one-eighth of the working force. In corset making proper the work is carried on under favorable conditions as to light, air, and cleanliness, but when other lines, such as preparing the metal parts used in the manufacture of corsets, are added, those employed in these side lines frequently encounter highly undesirable conditions.

The work done by women and girls consists for the most part of managing various kinds of sewing machines and of various light

and simple hand operations. The machine work demands close and unremitting attention and the handwork much speed. There is little danger of accident, but the nervous strain is considerable.

Americans and English-speaking foreigners are largely represented among the workers. No trace of unionism was found among the women. Wages varied considerably from factory to factory, but were in the main based on piece rates. The work offers comparatively little opportunity for advancement, but in its character and surroundings is pleasanter than many of the unskilled trades open to women.

CRACKERS AND BISCUITS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

The industry does not employ as large a proportion either of women or of workers under 16 as are found in a number of others, as, for instance, shirt making, in which female employees formed 84.7 per cent of the total number studied; or the making of paper boxes, in which workers under 16 formed 12.0 per cent of the 5,387 employees studied. Nevertheless, well over half (55.7 per cent) of the employees in cracker and biscuit factories studied were females, and in individual factories their proportion ran up very much higher than this, while the proportion of workers under 16 ranged in some factories as high as 25 and 29 per cent. Consequently both the number and the proportion of female and youthful workers employed seemed to justify the inclusion of the industry.

Thirty-two establishments were visited, situated in 10 States, and employing 3,898 workers. The following table shows the location of the factories studied and the sex and age grouping of the employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CRACKERS AND BISCUITS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Maine	17	13	1	.....	1	31
2	Massachusetts	204	187	8	27	35	426
3	Do	52	35	.....	1	1	88
4	Do	28	6	1	2	3	37
5	Do	11	41	1	8	9	61
6	New York	40	50	.....	.....	.....	90
7	Do	26	18	.....	.....	.....	44
8	Do	181	338	.....	.....	.....	519
9	Pennsylvania	18	24	1	6	7	49
10	Do	44	34	.....	1	1	79
11	Do	53	54	.....	18	18	125
12	Do	113	143	7	20	27	283
13	Do	33	52	4	10	14	99
14	Do	40	85	.....	8	8	133
15	Do	48	90	6	42	48	186

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—CRACKERS AND BISCUITS—Concluded.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
16	Ohio	67	15				82
17	Do	47	68		1	1	116
18	Do	20	26	1	6	7	53
19	Do	48	46				94
20	Do	23	19				42
21	Illinois	56	76	7	2	9	141
22	Do	83	141				224
23	Do	40	39		13	13	92
24	Indiana	22	37		3	3	62
25	Do	75	19	6	1	7	101
26	Do	55	37	1	7	8	100
27	Maryland	46	46	9	29	38	130
28	Georgia	31	29		8	8	68
29	Do	24	16		3	3	43
30	Louisiana	35	55	2	8	10	100
31	Do	40	66	4	5	9	115
32	Do	48	28	1	8	9	85
	Total	1,668	1,933	60	237	297	3,898

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 32 CRACKER FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	1,668	42.8
Females	1,933	49.6
Under 16 years:		
Males	60	1.5
Females	237	6.1
Total	3,898	100.0

CHARACTER OF THE INDUSTRY.

The manufacture of crackers and biscuits is included in the census studies with the making of "Bread and Other Bakery Products," so that no official figures are available showing either its increase or its localization. In this study the terms "crackers" and "biscuits" are used to denote soda and graham crackers, sweet and fancy crackers of every kind, and a variety of small cakes, such as fig bars, ginger snaps, and others, whether iced or not. All goods included under the terms may be kept for some time without injury, being thus distinguished from bakery products to which the name "cake" is usually applied, which are good only when strictly fresh. As a further distinction, crackers and biscuits are almost invariably packed in the factory and go to the dealer or to the consumer in cartons, boxes, or barrels.

The manufacture of crackers and biscuits in the United States dates back to an early period, though at first the industry was carried on in rather primitive fashion. Up to 1840 no machinery was used,

and only five varieties of crackers were made. About 1840 machinery was introduced and its use spread rapidly. The Civil War created a demand for "hard-tack" (a cracker made of flour and water) on a large scale, and about 1865 the manufacture of sweetened or fancy crackers was begun. At the present time there are over 1,500 varieties of plain and fancy crackers and biscuits manufactured in the 300 cracker factories of the United States.

In 1898 a corporation was formed with a capitalization of $55,000,000, which brought under one management a number of the principal cracker factories in the United States, which had formerly been owned by three large companies operating local plants, but managed and directed from central offices. With its organization began specialization in products, methods, occupations, and machinery. One change in method very generally adopted throughout its plants, was the practice of putting up many kinds of crackers and biscuits in cartons and other small packages instead of selling them in bulk to be weighed out by the dealer from large boxes or barrels. In the plants both of the combination and of the independent manufacturers, the small package is now in common use. Its introduction has greatly increased the number of occupations suitable for women and girls who are employed in making the cardboard cartons, and also as carton packers, wrappers, labelers, bundlers, etc.

The size of the factories visited differed greatly, the number of employees ranging from 31 to over 500. Naturally this difference in size involved a difference in regard to the use of machinery, which was utilized far more extensively in the large than in the small plants. In both kinds of factories, however, the women were largely engaged in hand work, though this was closely connected with the use of machinery. Cartons and crackers were brought to the packers by machinery, but the actual packing was done by hand, and the same condition prevailed in much of the wrapping, labeling, and bundling. When women and girls were employed at machines, as in the case of the machine carton makers and the labeling machine operators, their work was usually of the simplest character, consisting mainly of feeding the machine and seeing that nothing went wrong. Among the men the situation was entirely different, a considerable part of their work being done by machinery.

In general the work done by women is in itself clean and is carried on in clean and well-kept surroundings. In factories where iced biscuits are prepared the icing department offers an exception to this general rule. Here the work is described by the girls themselves as "messy," a word which gives its character well enough, since all the materials handled are clean in themselves, but they do not leave the worker so. The soft icing and the jellies and jams used in connec-

tion with it are apt to get upon the workers' hands and clothing and sometimes upon the floors. The extent to which this spattering about takes place varies considerably with the kind of product manufactured and the methods in use in a given factory. In some establishments women were employed in washing and cleaning the tin cases which had been sent back to the factory after being emptied. This was rough and dirty work, but can not be said to belong, strictly speaking, to the cracker-making industry.

Most of the work done in a cracker factory is unskilled. It is estimated that only 5 to 8 per cent of the employees, all male, can be called skilled in the sense of possessing a trade acquired by training and experience. Most of the occupations followed by women demand great speed, but if a girl is capable of acquiring this, it usually takes only a comparatively short time to gain her maximum rate.

REGULARITY OF THE WORK.

The industry is not considered seasonal, but it is apt to have two busy and two duller seasons a year. The incidence of these seasons varies according to the kind of product turned out. Summer, with its picnics, and with the greater disclination of housewives to work over hot stoves, brings an increased demand for sweet cakes and biscuits, while the coming of cold weather leads naturally to a greater use of oyster crackers and other products used with soups and broths. In the small factories work is often very irregular, depending upon the orders which come in from day to day. In the large factories the periods from January to March and from June to September were frequently mentioned as being busy seasons. It was not customary, in the factories visited, to work overtime during these busy seasons, but extra ovens were brought into use, and the employees worked more continuously.

COMPETITION BETWEEN THE SEXES.

There was little or no competition between the sexes, men and boys being employed in making and baking the crackers, while women and girls attended to the packing, wrapping, and labeling. In the large and well organized factories the sexes usually worked in separate departments, practically never coming into contact. A curious exception to this was found in one of the large factories where a few women were employed about the ovens, working among the men at occupations elsewhere given over to men. In the smaller factories the separation of the sexes was not as complete as it usually was in the larger plants, but it was decidedly exceptional to find both in one occupation.

GENERAL SANITARY CONDITIONS.

The desirability of cleanliness in the preparation of a food product is in itself a strong incentive to provide surroundings which are healthful and advantageous for the workers. In most of the factories floors, walls, ceilings, and tables were kept satisfactorily clean, and in some cases the buildings and all the equipment were immaculate. Ventilation was, however, frequently inadequate, especially in the smaller factories. One common fault of construction was in the placing of the ovens. In a well-arranged, modern building these are put on the top floor, so that the only employees affected by the heat are those concerned with the making and baking of the goods. In the older buildings case after case was found of ovens placed immediately under the packing rooms, or even in the room where the packing was done, so that practically all the employees suffered from the heat.

In general the sanitary arrangements were adequate and frequently admirable, but a few striking exceptions were found, and these not always in the smallest factories. In some cases well-equipped rest rooms were provided, and in the plants belonging to the combination already mentioned, restaurants in which the employees could purchase good food at cost prices or eat a luncheon they had brought themselves were not uncommon.

There was no evidence in the plants visited of speeding up or of pace setting by machinery, except in the case of the bundlers, who were obliged to work fast and hard to keep up with the packages which poured steadily upon their tables. The packers often had to work rapidly, but intervals of rest were common.

In two large factories in which the work was highly specialized and in which machinery was used to the greatest extent possible, a system of reliefs had been established for the woman workers so that every girl and woman had a rest period of fifteen minutes twice a day in addition to such incidental opportunities for rest as she might find when her supply of work ran low. One of these factories, employing 338 woman workers, had a 59-hour week, while the other with 141 women had a 53-hour week. In the first factory additional provision was made for the relief of two sets of workers in recognition of the specially trying character of their work. The closing-machine operators, whose work required continuous standing, in addition to their fifteen minutes of rest twice a day were assigned for half an hour each morning and afternoon to some other kind of work; and the bundlers, whose work is especially hard, were allowed half an hour free from work of any kind twice a day.

One objectionable feature of the women's work as seen in this investigation was that so much of it was done standing. In some cases the nature of the work required this, but in others it seemed due to

custom or to the fact that the work could be done more rapidly when standing. In a few large and well-managed factories comfortable seats were provided for the stackers, packers, carton formers, chute girls, and labeling-machine operators. Usually the carton formers must sit at their work, the chute girl may sit without disadvantage, the labeling-machine operator may sit part of the time, and the packers and stackers may sit, but doing so involves a loss of speed. Very little of the work done by women was heavy and none of it was dangerous.

OCCUPATIONS WITHIN THE INDUSTRY.

Up to the point at which the crackers are ready for packing, the work is almost exclusively in the hands of male employees. Men mix the sponge in huge vats by the aid of machinery, and when it has risen sufficiently mix in more flour and whatever else may be needed, again using machinery for the purpose. The dough is passed between rollers which spread it out into sheets of the requisite thickness, and then on a moving belt it is carried under the dies which stamp or cut out the biscuits. Just beyond the dies sits a man or boy, known as a scrap boy, who picks off the imperfect biscuits and any scraps of dough, as the moving belt carries the biscuits toward the oven. Inside the oven is an arrangement much like a Ferris wheel with swinging iron shelves on which the biscuits are placed. If sweet goods are to be baked, a second moving belt brings forward a series of pans so placed that the biscuits from the first will glide down into the pans. At this point a boy, known as a skip boy, is on duty, whose business it is as each pan is filled to jerk the belt forward so that the next pan may be in place and no biscuits may fall onto the lower moving belt. Soda and graham crackers are not placed in pans. Instead a man known as a "peeler" slips a large wooden paddle under the biscuits as the belt brings them along and deftly transfers them to one of the swinging shelves inside the oven. The pans of sweet biscuits are placed on the oven shelves by another man called a "panner-on."

The wheel with its swinging shelves slowly revolves within the brick oven, its speed being so timed that the goods will be baked in one revolution, so that by the time a given shelf comes back to the level of the door its load of cookies, crackers, biscuits, or whatnot, will be ready for removal. Soda biscuits are taken out by the peeler and placed in pans, which are then put upon a traveling conveyor which carries them to the packing rooms. The sweet goods are already in pans, which are lifted out by an oven helper and placed on the same conveyor. In the packing rooms the biscuits are taken out while the pans are brought back by the conveyor to the oven room. If soda or graham crackers are being handled, the pans as they come up are

simply filled again and go back to the packing room. If sweet goods are being made, the pans are dropped off the conveyor as they come up, and a pan greaser rubs them off with a bunch of clean waste before they are ready to be used again. As he finishes his work, the pan greaser passes the pan on to the pan feeder, who sits beside the cutting machine and places the pans on the moving belt, so that they are carried forward and receive another batch of biscuits to be baked.

Up to this point the various occupations are usually performed by adult males, but occasional exceptions were found. The scrap boy was sometimes under 16, and this was especially apt to be the case in the smaller factories. The work of the scrap boy is light, but he sits all day near the oven, and in summer time especially the heat is extreme. Boys under 16 were also found not infrequently working as pan greasers. In some factories the pan greaser uses only a bunch of clean waste, while in others the waste is first dipped into oil or grease. In any case the work is hot and hard, since it is done near the ovens, and the pans are heavy. When grease is used it almost inevitably gets on the hands and clothing so that the work is dirty and disagreeable as well as hard. Also, the pan greaser must work fast and steadily to keep up an uninterrupted supply of pans.

In one large factory, in which the work was highly organized, the scrap boy and the skip boy were dispensed with, their places being taken by two women to each oven, called regulators. These women sat all day by the cutting machine, one giving her time principally to regulating the passage of the pans, so that each should be filled and no biscuits fall between them, while the second devoted herself wholly to watching the biscuits in the pans, taking out any imperfect ones or scraps of dough, seeing that they were in straight lines with no overlapping, pressing down upturned edges, and generally making sure that each panful was in good order.

No hard physical labor in the sense of muscular exertion was involved in the work of the regulators. The work was, however, monotonous and carried on under unpleasant conditions. The regulators sat within a few feet of the ovens, and were necessarily affected by the heat; they also got the full effect of the noise of the cutting machine by which they worked, a noise so great that conversation was practically impossible. As a further objection, they worked among men, being the only women employed in the force at each oven.

CARTON MAKING.

Just as the force in the mixing and baking rooms is predominantly male, so in the packing departments it is almost exclusively female. In factories in which the small package is used extensively, the first operation in the packing department, in point of time, is the making

of the cartons to be filled. These are received at the factory in the form of cardboard sheets cut into shape and scored ready for bending into place. There are two ways of making up the cartons—the so-called hand method and the machine method. In what is called hand carton making, the operator sits at her work, lining each carton with wax paper, and with the aid of a foot press folding the cardboard into shape with marvelous rapidity. As each carton is finished it is dropped on a moving tape which carries it to the packers. In machine carton making the operator's task is simply to operate the machine by a foot treadle and to feed into it the cardboard blanks covered with wax paper. These are carried along automatically through a series of operations, and finally drop out, cartons ready to be filled, upon the moving tape, which carries them to the packers.

In both these methods of making up cartons the machinery used was well guarded and seemed perfectly safe. The work was light, involving close attention but no muscular strain. Its monotony was, perhaps, its worst feature, but in the factories visited there were occasional reliefs from this, as the carton makers sometimes got ahead of the packers and would then rest or take up some other occupation until the supply of cartons began to run low, when they would return to their own work. One unpleasant feature of the work is that the constant handling of the cardboard tends to make the finger tips sore and cracked. This is especially true of the hand carton makers, who wear finger stalls or wrap tape around the fingers to protect them.

STACKING.

As the pans of baked crackers come into the packing room moving along upon the conveyor, the crackers are first stacked, or placed, all facing one way, in a moving runway, which carries them along to the packers. Graham and soda crackers are usually baked in sheets, so when they are being handled two women are detailed to this work, one to break the rows apart and pull them into position for the second, who breaks the separate biscuits apart and stacks them in the runway. These workers usually stand. Their work is not heavy and soon becomes mechanical, consisting in the unceasing repetition of a few simple motions.

PACKING.

The packers stand on each side of a table along which a moving runway carries the biscuits about at the level of the packers' waists, while another carries along the empty cartons about at the level of their heads. The lids and flaps of each carton still stand up straight when it reaches the packer, so that no time is lost in opening it. Taking the carton in her left hand, the packer takes up a handful of biscuits in the right hand and places them in the carton. A good

packer will nearly always fill a box with two handfuls of biscuits, and quite often will do it with only one. A packer is expected to watch carefully to see that she does not pack any misshaped or broken or scorched biscuits; she must not pack her carton either too tight or too loose; she must be sure that the biscuits are all turned one way; and she must not accept an imperfect carton for packing.

When a packer gets to working rapidly she is apt to sway back and forth slightly with a rhythmic motion corresponding to the reaching for biscuits and placing them in the carton. Her work becomes mechanical, and her hands so adjusted to seizing the right number of biscuits to fill a carton that she will pick up that number nearly every time. In the factories visited there were occasional intervals when the supply of crackers would run low or give out, and the girls utilized these for resting. Otherwise they worked fast and steadily.

CLOSING-MACHINE OPERATORS.

As the packers fill each carton they place it on a moving tape which carries it on to the closing machine, which automatically folds the wax paper and closes the flaps and lid. The machine is controlled by a woman standing beside it, who starts or stops it by means of a lever. Her special work is to watch the boxes as they come up to the machine and to set aside for repacking all which show any imperfections either in packing or in the making of the carton.

The closing-machine operator must stand all day, but the principal strain of the work is the intent watchfulness necessary. Thousands of cartons pass daily before each operator, who must see that the carton is a perfect one, that the wax paper is properly placed, and that the packing is perfect. All dangerous points about the machine are well guarded.

CHUTE WATCHING.

This consists in watching the packages of biscuits as they come from the closing machine, seeing that they are all turned one way, and keeping them straight as they are carried by a moving belt to the labeling machine. The work, which may be done seated, is very simple, involving no physical strain of any kind, but is so monotonous that few girls will consent to stay at it long. It is usually given to beginners.

LABELING-MACHINE OPERATOR.

After passing the chute girl, the cartons are brought to the labeling machine, in which an outside wrapper or label is fastened around the box, its edges pasted down, and the ends closed. In many of the less highly organized factories this work is done by hand. As each package passes out, the operator inspects it to see whether it has been

properly wrapped or whether there are any imperfections. In addition her machine requires constant watching to make sure that all its parts are running regularly and properly, and to keep it from becoming clogged with paste. The operator may sit part of the time, but for some parts of the work must be on her feet.

BUNDLING.

From the labeling machine the cartons go to the bundler's table. The bundler gathers them in two rows of six each, turns up two from each end, putting them on the top of the others to make the bundle the proper shape, and carries them to a stand at her left, where are her paper and paste. By a series of swift movements she wraps the bundle, pastes the paper, folds down and creases the edges and ends, and finally pastes labels over each end. When she has two bundles wrapped, she picks them up, holding them pressed together between her hands, and carrying them to a truck near by puts them down, continuing until the truck is loaded.

In performing her work, the bundler's hands are in almost constant action, apparently never hesitating or making an unnecessary motion. The best bundlers proceed from one step to another with such regularity and precision that the whole work appears to be one continuous movement. They are obliged to work thus fast and steadily in order to keep up with the continuous stream of cartons pouring upon their tables. The pulling of the paper and the pressure which must be exerted to keep the folds in place as the bundler works are hard for beginners, making their arms sore and stiff, and it usually takes them at least a month to get used to it.

The hardest parts of the work, however, are the continual rush to keep up with the work, the standing all day—for to sit at any part of their work would hinder them too much—and the running back and forth between the stand, the truck, and the table.

This is the last of the operations performed in the packing department, the goods now being ready for shipment. In different factories there are various modifications of these processes. The biscuits and cartons may be brought to the packers by hand instead of by moving belts, and hand workers may take the place of the automatic machines tended by a single operator. If the crackers are to be packed in large boxes or barrels, these are placed beside each packer, generally on a slanting stand, so that reaching down to pack the bottom rows may be easier.

In some of the large factories where certain kinds of crackers are packed in tin cans or boxes, women were found employed as weighers. As the cans were packed they were carried away by a man and stacked up beside a weigher. Taking the cans one by one the weigher would place them on the scales, weigh them, paste on to them a disk of

paper with the weight printed on it, and put the cans back on to another stack. As these cans when full weigh from 6 to 16 pounds, the weigher's task involves a good deal of hard physical work, especially as it has to be done standing.

Where these tin cans or boxes are used, women are generally employed to wash and clean them when they come back to the factory empty. The glass fronts must be taken out and cleaned separately, and the can itself must be washed and rubbed out with a cleaning powder. This work is sloppy and disagreeable, and it is difficult to keep any but a rough class of women at it.

Any kind of cake or cooky which is to be iced goes from the ovens to the icing department and thence to the packing rooms. The icing is always made and cooked by a man, who also makes any jellies, jams, or other coatings which may be applied, but it is put on by girls or women. There are three ways of applying the icing, by dipping, by a cone-shaped bag, and by a knife.

Cakes which are to be dipped are first put on pins projecting from a stout wire known as a hook, and the hooks are suspended from a moving trolley. Sometimes the course of this trolley is so adjusted that at one point the cakes are carried through a trough of icing, and sometimes the hooks are lifted off, the dipping done by hand, and the hooks returned to the trolley. In either case, by the time the trolley has completed its circuit, the icing has dried. Girls cut off any drippings of icing which may hang from the biscuits, remove them from the pins and send them to the packing room.

When the bag method is used the cakes are spread out on boards, the operator fills a cone-shaped bag with icing, and pressing the upper part of the bag forces the icing out through a nozzle upon the cakes as it is needed. Where a knife is used the icer takes a cake from a tray, dips it into the icing, covering only one side, and lifts it out again. As she does this she runs the blade of the knife close to it on the under side, thus cutting off the superfluous icing which is dripping from it, and quickly turning the cake over so that the remaining icing may settle upon it, places it back upon the tray. None of these ways of icing involve either hard work or much skill. The use of the bag is looked upon as the most difficult, since it requires some experience to adjust the pressure in such a way as to bring out the exact amount of icing required.

THE LABOR FORCE.

As shown by the table already given (see p. 163) the proportionate representation of the sexes in the industry is not strikingly dissimilar, males constituting 44.3 per cent and females 55.7 per cent of the total. In individual factories the distribution of the sexes differed widely from this, the proportion of females ranging from 18.3 per cent up to 80.3 per cent. It was decidedly unusual, however, to

find the female employees constituting more than two-thirds or less than one-third of the total force. The proportion of workers under 16 was also variable, ranging from none at all in seven factories—one of these being the largest plant visited—to 29.2 per cent in factory No. 27. When children under 16 were taken as workers at all, girls were much more apt to be employed than boys. Only three factories were found employing more boys than girls—factory No. 1, with one boy and no girls, factory No. 21, with 7 boys and 2 girls, and factory No. 25, with 6 boys and 1 girl. On the other hand, nine factories employed from 1 to 18 girls, but no boys, and 13 others employed both girls and boys, the former being from two to eight times as numerous as the latter. Of the States in which children were employed at all, Ohio showed the smallest proportion—2.1 per cent—and Maryland the largest—29.2 per cent.

AGE OF EMPLOYEES.

Table I shows in detail the ages of the 3,513 employees for whom this fact was secured. It will be noticed that the age level of the female workers is much lower than that of the males, 85.8 per cent of the females, and only 43.2 per cent of the male workers being under 25 years old. More than one-tenth of the females, 11.15 per cent, as against 4.07 per cent of the males are under 16 years old.

Just half of the female workers were over 15 and under 20 years old, the numbers aged 16, 17, and 18 years being almost the same. At 19 there is a sudden and marked drop, and thereafter the numbers fall off rapidly. Naturally where speed is such a desideratum as in most of the occupations followed by women in cracker factories, there is little room for older workers, and as a consequence the proportion of women aged 30 or over, 6.9 per cent, is very small.

Considering the women only, the different States show considerable variation from the age distribution prevailing in the group as a whole. Maryland has the largest proportion of young workers, 38.7 per cent of its female workers being under 16, and 80 per cent being under 20 years old. Illinois shows the largest proportion, 62.2 per cent between 15 and 20 years old, while Indiana has the largest proportion of older workers, one-fifth of its female employees being 25 or over. In the individual States, as in the group as a whole, the younger workers are overwhelmingly preponderant.

The following table shows the proportion of the female employees, by States, in three age groups:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—CRACKERS AND BISCUITS.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Massachusetts and Maine	319	37.62	57.37	17.87
New York	399	24.81	51.38	11.78
Pennsylvania	583	46.31	67.24	13.55
Maryland	75	68.00	80.00	10.67
Georgia	13	38.46	53.85	7.69
Louisiana	156	37.18	55.13	17.31
Ohio	189	19.58	55.56	14.29
Illinois	275	44.00	70.18	12.37
Indiana	80	41.25	61.25	20.00
Total	2,089	38.00	61.27	14.17

RACE OF EMPLOYEES.

Table II shows by sex and by age groups the racial distribution of the 3,527 employees for whom these facts could be ascertained. Taking the group as a whole, Americans are twice as numerous as any other race, being 36.58 per cent of the whole; the Germans and the Irish come next with, respectively, 18.06 per cent and 17.83 per cent of the total, and no other race contributes as much as one-tenth of the group.

These three leading races form a slightly larger proportion of the female workers than of the whole group, 76.77 per cent as against 72.47 per cent, the chief difference being found among the Americans. The latter are distinctly more numerous among those under 16 than among those over this age. The representatives of the newer immigration are on the whole somewhat more numerous among the girls than among females aged 16 and over, but the difference is slight. Much of the work in cracker factories requires a delicacy of touch and a quickness of perception found more often among women of American birth and training than among the women accustomed to heavy, out-of-door work, who constitute so large a part of the newer immigrants.

Excluding Georgia and Maine, in which the number studied is too small to be representative, Maryland shows the largest and Illinois the smallest percentage of Americans among female employees. The Germans are proportionately most numerous in Ohio and Indiana, forming, respectively, 32.8 per cent and 32.5 per cent of the whole female force in these States. They do not appear at all in Maine and Georgia, and of the remaining States Massachusetts shows the smallest proportion, 1.3 per cent, Louisiana and Maryland coming next, each with a fraction over 13 per cent. The Irish are relatively most

numerous in Massachusetts, where they constitute 36.3 per cent of the female workers, and least numerous in Indiana, where they form 2.5 per cent of the whole group. The Italians form as much or more than 2 per cent of the female employees in only three States, New York, Illinois, and Louisiana. The Polish women are almost a negligible quantity except in Illinois, where they are 29.8 per cent of the total number, and in Pennsylvania, where they constitute 7 per cent of the whole.

The age grouping of the women of the various races differs materially. Considering only the races of which at least 100 representatives were studied, the number and the per cent in certain age groups were as follows:

NUMBER OF FEMALES AND PER CENT IN SPECIFIED AGE GROUPS, BY FOUR LEADING RACES—CRACKERS AND BISCUITS.

Race.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
American	802	38.7	61.8	11.6
German	393	34.1	62.6	15.3
Irish	409	31.1	51.3	23.2
Polish (combined)	149	63.1	85.9	4.7

It will be remembered that a trifle over three-fifths, 61.27 per cent, of all the women studied were under 20 years old. The American and German show very nearly this same proportion under 20, but the Polish women run to over four-fifths of their number in this group. The Irish women show a relatively large proportion aged 25 years and over, while among the Poles this group sinks to insignificance.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of the 3,515 employees for whom these facts were learned. The difference between the sexes in this respect is very marked, 93.45 per cent of the female employees being single, while only 55.77 per cent of the males were unmarried. As shown in the table which follows the three great race groups among the women had almost exactly the same proportion single, 93.2 per cent among the Americans and the Irish and 93.4 per cent among the Germans.

The proportion of the women of leading races in each conjugal state was as follows:

PER CENT OF WOMEN OF THE FOUR LEADING RACES WHO WERE SINGLE, MARRIED, OR WIDOWED—CRACKERS AND BISCUITS.

Race	Per cent in each conjugal condition.		
	Single.	Married.	Widowed.
American	93.2	4.5	2.3
German	93.4	3.0	3.6
Irish	93.2	3.2	3.6
Polish	96.7	1.3	2.0

The Polish women as might be expected from their lower age level had a larger proportion single than the others. The American, German, and Irish, in spite of the difference in their age grouping, show an almost identical proportion who had been married.

HOURS OF LABOR.

The following table shows the hours worked in the factories visited, the time allowed for lunch, and the extent to which overtime, when it was found, lengthened the usual working week.

In general the hours were long. The 48-hour week for day workers was found only in States where it was illegal to employ a worker under a given age for more than 8 hours a day, and the employees above the specified age did not share in this reduction of working time. In 15, or nearly half, of the establishments inspected the regular working time was 60 hours a week,[1] and in 10 others it ranged from 57 to 59 hours. The practice of shortening one day in the week was common, being found in 19 of the 32 factories.

Twelve establishments reported overtime, giving the amount, but in two only men worked the extra hours. The duration of the overtime varied from 6 to 40 days and the amount from 3 to 10 hours a week. In 8 of these 12 establishments the ordinary hours were 60 per week, so that the addition of from 5 to 8 hours to the ordinary schedule resulted in a decidedly long week. Of the 2 which worked 40 days overtime 1 had a normal week of 59 hours and averaged 10 hours a week extra during the overtime period, and 1 had a normal week of 60 hours and averaged 5 hours a week extra during the overtime period.

[1] In two of these establishments, however, this schedule was reduced by 4 or 5 hours during six months of the year.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—CRACKERS AND BISCUITS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Maine	10	10		60	60	15	[5]
2	Massachusetts	10	8		58	60		
3	Do	10	9		59	60		
4	Do	10½	5½		58	60	[1]	[1]
5	Do	9⅔	9⅔		58	[2]60		
6	New York	10	10		60	[4]30	6	6
		10		10	[3]60			
7	Do	10	10		60	[4]30		
8	Do	10	9		59	[4]50		
9	Pennsylvania	10½	7½		60	60		
10	Do	10½	7½		60	[4]30	40	5
11	Do	10½	7½		60	[5]30		
12	Do	10	7½		57½	60		
13	Do	10½	6		58½	[5]35		
14	Do	10	7½		57½	[5]30		
15	Do	10	5		55	[5]35	[6]	3
16	Ohio	10	5		55	30	[7]	3
17	Do	10	5		55	45	12	3
		8	8		[8]48			
18	Do	10	10		60	30		
		8	8		[8]48			
19	Do	10	10		60	60		
		8	8		[8]48			
20	Do	9½	8½		56	60	[1]36	9
21	Illinois	9	9		[9]54			
		8	8		[10]48	60	12	6
		9			[11]45			
22	Do	9	8		53	60		
23	Do	9	9		54			
		8	8		[10]48	60		
24	Indiana	10	9		59	60		
25	Do	10⅙	9⅙		60	60		
26	Do	[12]10⅔	5⅔		60	[13]40	[1]26	5
		[12]10⅓	7⅓		60			
		10	10		[2]60			
27	Maryland	10	10		60	30		
28	Georgia	10	9		[14]59	[15]30	40	10
29	Do	10	10		[16]60	60	[17]6	5
30	Louisiana	10	10		60	60	30	6
31	Do	10	10		60	60	5	8
32	Do	10	10		[18]60	60	6	5

[1] Men only.
[2] For some; 80 minutes for some.
[3] One male doing night work.
[4] Special permit from factory inspector for shortening lunch period.
[5] Permit for shortening lunch period not reported.
[6] Not reported.
[7] One period; time not reported.
[8] Employees under 18 years.
[9] Day force.
[10] Employees under 16 years.
[11] Night force.
[12] Except Friday, 1 hour more.
[13] No permit on file for shortening lunch period.
[14] Winter schedule; summer schedule, about 6 months, 4 hours less.
[15] Except hands in bake room, who have 60.
[16] Winter schedule; summer schedule, about 6 months, 5 hours less.
[17] Part of force, but includes females.
[18] Nine men out of the total force of 85 are on night work.

EARNINGS.

Table VI shows by age and sex the earnings during a specified week of the 3,470 employees concerning whom information on these points was secured. The difference in the earnings of the sexes is striking. While in the week taken only 45 males earned less than $4, there were 557 women and girls whose earnings fell below that sum. Only 11 per cent of the males earned under $6, but something over two-thirds, 68.29 per cent, of the female workers earned less than that amount. Less than 3 per cent of the whole group of 2,062 women earned $10 or over, while the corresponding proportion among the men was 58.1 per cent.

Girls of 15 and 16 years may reasonably be expected to work at low wages on the ground of their lack of experience, training, and development, but by the time a woman has reached 18 it is generally taken for granted that $6 a week is a decidedly moderate wage. The number of women in each State aged 18 or over and the proportion of these in various earnings groups were as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—CRACKERS AND BISCUITS.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
Maine	11	27.3	72.7	100.0	.....
Massachusetts	185	22.7	43.8	68.6	2.7
New York	295	12.2	37.6	76.9	3.1
Pennsylvania	306	37.6	64.4	89.2	1.3
Maryland	23	100.0	100.0	100.0	.....
Georgia	8	75.0	100.0	100.0	.....
Louisiana	98	44.9	67.3	95.9	.....
Ohio	144	43.1	54.9	86.8	4.2
Illinois	156	14.1	48.7	71.2	14.1
Indiana	47	63.8	83.0	95.7	2.1
Total	1,273	30.1	54.0	82.0	3.7

Comment upon these figures seems unnecessary. Not half of these women, all of whom were at least 18 years of age, earned as much as $6, and not one-fifth earned as much as $8.

Apart from the actual earnings, an important feature of any industry is the possibility of advancement which it offers to a worker. In the less systematized factories it was impossible to obtain definite data on this point, but in one of the establishments in a large city where the work had been highly specialized, the progress of advancement for a girl or woman, and her possible earnings at each stage, were as follows:

	Wages per week.
Chute girl	$4.00
Hand carton former	5.00
Packer	$5.50– 6.50
Stacker	7.00
Closing-machine operator	7.00– 9.00
Labeling-machine operator	10.00

No forewomen are employed in this factory, and the labeling-machine operator's position is the highest obtainable. Bundling is learned as a separate operation, outside of the course of advancement, the bundler's wages being from $6 to $8 per week. In this particular factory the workers who could not hope to earn above $5 a week formed about one-fourth of the female force; the closing and labeling machine operators formed about one-fourteenth, the bundlers about one-ninth, and the stackers about one-seventh. It will be seen that the worker's chance of reaching $8 a week or over was very small, and that the great majority of the force must inevitably remain in the groups of low earnings.

SUMMARY.

As seen in this investigation, the manufacture of crackers and biscuits employs large numbers of women and girls in unskilled occupations. Most of the work is light, demanding speed rather than strength, and there is nothing inherently harmful in it. Most of it is carried on standing, but, except in a few occupations, this is a matter of custom and of desire for speed rather than of necessity. The necessity for speed may also easily lead to a stress which would be harmful, but in the factories visited this stress did not seem to exist except in the case of the bundlers, whose work was hard and rather heavy, and whose pace was set by the automatic machinery which brought the packages to their tables. When a cracker factory is properly arranged, the women should not be subject to any injurious dusts or gases, but in several factories visited the gases, as well as the heat from the ovens, entered the packing rooms to such an extent that the women were seriously inconvenienced and were sometimes made ill.

The women employed were largely American, German, and Irish, the newer immigrants being found but scantily among them. Their age level was low, a trifle over three-fifths being under 20. Earnings were also low, less than one-eighth of the whole group earning as much as $8 during the week taken. The work was but slightly seasonal, and overtime seemed rare. The female workers were entirely unorganized, and their youthfulness, the fact that they so generally leave the industry as they grow older, and the small degree of skill required for their work, all tend to make an organization among them difficult if not impossible. There is practically no competition between the sexes.

HARDWARE AND METAL SPECIALTIES.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Under this heading are included a number of metal-working processes carried on in establishments in which women and children were employed more or less numerously. The investigation was limited to one State and was not exhaustive there, but it disclosed a number of occupations at which women are employed in connection with metal work. The importance of these occupations, from the point of view of this report, lies not in the number of women and children employed, which is relatively small, but in the fact that they are found at all in such work. The following table shows the number of establishments visited, and the number, by sex and age grouping, of their employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—HARDWARE AND METAL SPECIALTIES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Connecticut	788	113	27	9	36	937
2	Do	598	222	14	14	28	848
3	Do	559	165	.....	1	1	725
4	Do	792	424	16	21	37	1,253
5	Do	175	169	2	18	20	364
6	Do	118	17	3	.....	3	138
7	Do	84	17	8	2	10	111
	Total	3,114	1,127	70	65	135	4,376

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 7 HARDWARE FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	3,114	71.2
Females	1,127	25.8
Under 16 years:		
Males	70	1.6
Females	65	1.5
Total	4,376	100.0

CHARACTER OF THE INDUSTRY.

The term "Hardware and metal specialties" has been used to cover the manufacture of numerous metal fittings and parts and complete articles ranging from the snap buttons for gloves to electric-light fixtures and bicycle and motorcycle parts. The following is a partial list of the products of the seven establishments visited, given

to show the range of occupation which would naturally be involved in the production of such varied goods:

Electric-light and chandelier fixtures, bicycle and automobile pumps, shells for artillery, thermos bottles, bridle rings, bits, snaps, spurs, stirrups, belt buckles, cheap watch fobs, metal trimmings for suspenders and garters, furniture nails, snap buttons, metal trimmings for trunks and suit cases, locks of every kind, post-office fronts, letter boxes, small savings banks, screws of all sizes, sash chains, bicycle hubs, sprockets, and coaster brakes, metal parts for pianos, bicycles, and motorcycles, bath-room fixtures, and a great variety of miscellaneous small wares.

REGULARITY OF THE WORK.

There is nothing connected with the manufacture of any of the metal wares enumerated which would tend to make the work seasonal. None of the articles made are in greater demand at any one season than at another. Moreover, styles in such goods change very slowly, and the goods themselves are not perishable, so stock can be manufactured and stored until needed.

CHARACTER OF THE WORK.

Both skilled and unskilled labor is found in these establishments. A certain number of highly skilled employees are needed to set up the machines and organize the work done by the less skilled employees. Many of the machines used are very intricate and require delicate adjustment, but after this has once been done an unskilled person can be taught to use the machine in a few days or even a few hours, the time depending upon the pupil's aptness. Of course, a novice can not become a proficient operator in so short a time, since at least a few weeks are usually required to gain the knack and the almost automatic rapidity of motion which make piecework profitable to the worker.

There are machines which require skilled operators, but almost invariably these operators are men. The women operatives are in almost every instance employed at machines which require no skill. When a new tool is to be put in, or the machine is to be set up for other work, a machine setter is called upon for what is needed. All the operator is required to do is to see that the work is properly fed into the machine or clamped in place, and then to work the levers necessary to set the machine in motion.

Operatives of this kind have hardly any opportunity for advancement, because when they have once mastered a certain machine they are kept at it until they leave, or until an improved process is devised

which renders their machine out of date. In the latter case, an operative may follow her work, being taught to manage the new machine, or may be dropped back into some other work.

In case such an operator leaves, she must either get a place in an establishment where she can find the particular work to which she is accustomed or must learn a new occupation. The work is usually very highly subdivided, and it is the exception to find the machine and hand jobs the same in any two factories. Consequently, a change of employers is apt to mean a change of occupations, and the loss incident to having to start over again as a beginner.

To a large extent this is a machine industry, only such small accessory work being done by hand as assorting, packing, assembling, etc. In many cases the work is done by automatic machines, a group of which can be attended by one person. The work is of necessity highly subdivided, and the shops are thoroughly systematized. The material passes from one employee to another, each doing his or her small part, the nature of the product determining the number of persons who work upon it.

GENERAL SANITARY CONDITIONS.

Except for a few occupations the industry can not be called unhealthful. Some kinds of work are decidedly dirty. In this, as in all metal trades, the hands are bound to become hard and the skin dark, owing to the oxidation of the metal which must be constantly handled. In occupations which involve handling unfinished work with sharp edges, the hands are apt to be covered with cuts, not serious or deep, but more like scratches. In machine work, such as threading, tapping, milling, slotting, and the like, solutions of soap and water, soda water, or oil are often used to keep the metal which is being worked upon from overheating. This makes the work very disagreeable and sloppy, as the solution almost inevitably gets on the floor and on the clothes of the employees.

Much of the work done by women involves standing all day, and some processes, such as operating punch presses, combine with this necessity for standing extreme monotony and considerable nervous tension. The operator of such a press stands within a limited space for from 9 to 10 hours a day, and during that time must focus her attention on a die head continuously descending, rising, and descending again, under which she must feed the work at an unvarying speed. All around her is the clatter of other presses. If at any time she makes a false move or misjudges by the fraction of a second the time necessary for a motion, it may mean the loss of a finger tip, or even in some cases of a hand. These things combined are apt to keep the operator in a high state of nervous tension.

A few occupations, mostly in the plating and lacquering rooms, involve exposure to penetrating and unhealthful fumes. In these cases ventilators or exhaust fans are usually installed, but they are not always sufficient to do away with the objectionable features.

In general, the sanitary conditions in the factories visited were good. The workrooms were for the most part clean, well lighted, and well ventilated, and toilet accommodations were adequate and in good repair. In several establishments considerable carelessness was found in the matter of guarding machinery. Presses were unguarded, and belts and gearings, in places where they might easily be a menace to the workers, were left unprotected.

OCCUPATIONS WITHIN THE INDUSTRY.

In the establishments visited the work was subdivided to a marked degree, so that occupations were numerous. Well over a hundred, followed by men exclusively, were found in the establishments visited. Women and children were found working in 33, as follows:

Occupations in which women or women and children compete with men.

Power-press operators.
Foot-press operators.
Machine-tool operators.
Rivet-machine operators.
Tool setters.
Bench work.
Assorting.
Soldering.
Assembling.
Helping.
Polishing and buffing.
Stringing up.
Lacquering.
Japanning.
Inspecting.
Packing.

Occupations in which women compete with children.

Saw setters.
Automatic threading-machine feeders.
Nut-bench hands.
Dial-press operators.

Occupations in which women work exclusively.

Sticking on buttons (lacquer department).
Shaking off (plating department).
Stringing up (japanning department).
Sample work.

Occupations in which children compete with men, but in which no women are employed.

Blanking press.
Scrap assorters.
Tinners' helpers.
Plating workers.
Brushing.
Cleaning.
Tending to tools.
Box boys.

Occupations in which children are employed exclusively.

Piling cores.

In the establishments visited only men were found at work in the rolling mills, foundries, and malleable-iron departments. In these

the metals were cast and put through a variety of processes preparatory to the actual manufacture into the finished products, which takes place in the manufacturing department. In this department women are first found, and here most of the children are employed. A brief description follows of the occupations in which women and children are engaged.

OPERATING PRESSES.

A number of different kinds of presses were used to cut or stamp out pieces of metal into the desired shape. The strength required for operating a press and the degree of danger involved vary with the kind of press and the character of the work to be done. In the establishments visited four different kinds of presses were found on which women or children, or both, were employed. Of these, the power press on which men and women, but very few children, worked seemed the most dangerous.

The essential parts of this press are a strong iron frame bearing a heavy flywheel, from which a trip rod runs to a treadle below. When the treadle is depressed the wheel is connected with a belt by which it is set in motion. As it revolves it raises and lowers a die head set within the frame, to which one part of the die is firmly bolted. Below is a metal surface upon which the complementary part of the die is bolted, and to this the upper part of the die descends. The movement is so adjusted that at its lowest point very great power is exerted, and it is sufficiently rapid to make the action of the die essentially a blow rather than pressure.

In most cases these presses were mounted side by side on a long bench or table, and the operators sat in front of them. Taking a piece of metal the operator would adjust it in place over the lower die, press the treadle, and the upper die would descend, cutting or pressing out a piece of the shape desired. Then as the die rose the operator would remove this piece and readjust the metal so that at its next descent the die should stamp out another piece. The work was paid for by piece rates, and speed was essential if the workers were to make anything. The more purely mechanical the movements become, the greater the speed, so that after a time thought is almost eliminated from the process and the worker's motions are practically automatic. The time for one complete operation may be reduced to as low as one second.

The work is not in itself hard, but the effort to speed keeps the worker at a constant tension and the danger is considerable. Most of the power presses seen were unguarded. Should the worker make a miscalculation as to the time needed for adjusting the work, or should she, seeing something misplaced on the plate, attempt to right

it after the die has commenced to descend, her hand or finger may receive the full force of a blow sufficient to cut or press cold metal into shape.[1] More women than men were found working on these presses, the greater quickness of women being thought to fit them specially for the work. Also, since no particular skill is required, the fact that unskilled women can usually be obtained more cheaply than unskilled men has something to do with their rather general employment on these machines. A few children were found at this work.

By contrast with the power press, the dial press, the operation of which was wholly in the hands of women and girls, is the safest of the presses in use. Its characteristic feature is a revolving dial with a series of openings into which the work is fed. The dial carries the work from the operator's hands into position under the descending die, thus doing away with the danger of getting the hand under the die. The machine can be run continuously by this method, so that there is a saving of time as well as an elimination of danger. The work of the operator, however, becomes monotonous in the extreme, as she has nothing to do but to drop a piece of metal into each opening in the dial as it comes around. The machine does everything else.

Foot presses are used for stamping out light metal goods. From the operator's standpoint, they differ from the power press mainly in receiving all their motive force from a foot lever instead of from a power belt. The foot lever is not supposed to need very much pressure in order to produce the required blow at the die, but since, in the course of a 10-hour day it must be pressed down or "kicked" from 80,000 to 110,000 times, it can hardly be looked upon as light work. Moreover, the work is very confining, and offers little variety or interest. Very few men were found at these machines, women and girls having almost a monopoly of them.

A few boys, but no women or girls, were found employed on blanking presses. These are used for cutting out shapes or blanks of articles made from sheet metal. The work demands strength, as the rolls of metal used are heavy, but little danger is involved.

MACHINE-TOOL OPERATORS.

The various parts of certain fittings must be finished or partially finished by machine tools, of which there are about as many as there are operations to be performed. Those on which women and children were found to be most commonly employed were drill presses,

[1] For a discussion of the psychic factors underlying accidents on such machines as the power press, and the weight which may be properly given to carelessness as a cause, see Volume XI of this report, The Employment of Women in the Metal Trades, pp. 58, 62.

hand milling machines, and light lathes. Their work was usually light and free from danger, consisting of little more than tending the machine, but was monotonous in the extreme.

AUTOMATIC THREADING-MACHINE OPERATORS.

There are several types of these machines. The type on which women were found employed threaded screws by turning. In it, blanks are fed into a large hopper, from which they are carried to the threading device, where they are clamped, one by one, in a revolving chuck. Each time one is clamped in this way a tool, ground to the desired shape, cuts a thread on the screw. This being completed, the screw is passed on under a revolving saw which cuts a slot across its head.

These machines were ranged in lines of 25 each, several hundred being in one room. One woman was expected to tend a line, keeping the hoppers full and seeing that the screws were passing through the machines properly. As oil is used on the cutting tools, this is a disagreeable, dirty job, and only a low class of unskilled labor can be obtained for such work.

The tools and saws on these machines were ground and set by women. This was the only instance found of women engaged in such work.

NUT BENCH HANDS.

In the manufacture of small machine screws and small bolts, the nuts must be screwed on the bolt before packing. These bolts and nuts may vary a little in size. Therefore, some selection is necessary. This selecting, sizing, and assembling is done by women and girls.

They are seated at a long table, to which the bolts and nuts are brought by the laborers. This work is very monotonous, as it requires the girls to sit still all day long, without having to exercise either mind or body to any appreciable extent. Almost any kind of unskilled labor can be used in this capacity.

BENCH WORK.

This is a general term covering a number of operations, of which, as far as women are concerned, the most important are assorting, assembling, and soldering.

ASSORTING.

During some of the operations of manufacture it is advantageous to throw together different articles, or similar articles of different sizes. For instance, when castings are to be cleaned and polished by

rolling, if small articles are placed in a barrel with larger ones that have openings in them the small castings work into these openings in the larger, thereby assisting in the process of cleaning and polishing.

After such a process the various pieces must be sorted out according to kind. This is generally done by women or girls. In most instances they inspect the work as they handle it and throw out any defective or badly made pieces. The work is rather confining, but makes some demand upon the intelligence, and is therefore less mechanical and monotonous than some of the machine processes.

ASSEMBLING.

This consists of putting together the various parts of an article. Both sexes were found in the occupation, but except in one large establishment women were not numerously engaged in it. They were chiefly employed in the assembling of the cheaper grades of padlocks and of cabinet locks.

Most of the assembling requires some skill, as there are parts to be fitted together, and to do this some filing is often necessary, or it may be necessary to use a scraper, or a blow may be required at a certain point. The work requires judgment, previous experience, and natural skill.

Assembling is a rather confining occupation, because the worker sits at a bench all day long, but it is less monotonous than most of the other work. New problems come up continually which serve to keep the mind occupied and the interest roused. No hard physical work is involved, and no strained or injurious position is necessary. As a matter of fact, however, it was observed that many of the assemblers, as well as of the assorters, stooped over their work.

SOLDERING.

In some of the articles manufactured various parts are soldered together. This is done by hand by both men and women, who sit at their work with their soldering tools and furnace or gas stove or other heating device before them. The work is light, and as it requires some judgment and intelligence it is less monotonous than many of the occupations in which women were employed. The workers were exposed to the fumes rising from the solder, but no information could be secured as to whether any injurious results had been experienced from these fumes.

POLISHING AND BUFFING.

These operations belong to the finishing department. Both are done by wheels mounted on shafts and driven at high speed by means of a belt pulley. Before the polishing wheels are mounted on the

shaft their peripheries are covered with a compound of glue and emery, and as soon as this has well hardened they are ready for use. The face is first covered with some compound, such as tripoli, emery cake, or some other substance containing more or less grease, the power is thrown on, and the article to be polished is held against the rapidly revolving wheel.

This operation leaves the surface polished, but covered with lines made by the emery, which are removed by the buffing wheels. These are built up of sections of cotton cloth, and some polishing powder, such as tripoli, Vienna lime, or rouge, is used with them.

In both polishing and buffing considerable dust is liberated, especially in the latter operation, in which much lint is also produced. Unless adequate exhaust systems are installed the rooms where the work is done are filled with dust, and the operations are considered inimical to health. Only one establishment visited had no system of exhaust fans and pipes. Several of the others had a few wheels which were not connected with the exhaust system, but on the whole their polishing departments were in good condition.

As a rule men are employed at both polishing and buffing, but in the establishments visited there seemed to be a tendency to work women into the trade. On small articles it is claimed they can work faster than men. The work is not heavy, but requires close application, and the workers usually bend forward over the wheels, soon acquiring an habitual stoop. This posture increased the likelihood of inhaling the dust and lint thrown off in the processes.

STRINGING UP.

This is the process of stringing articles which are to be plated or dip-lacquered on wires or hooking them into a frame. The work is very light and is usually done by women and girls, as the nimbleness of their fingers specially fits them for it. A somewhat similar occupation is that of sticking on buttons. The snap buttons used on gloves are usually either plated or lacquered, and in preparation for either process they are stuck on a plate provided with rows of little pins, over which the buttons slip. This also requires speed, but the work is very light and the worker may sit or stand at her own pleasure.

LACQUERING.

This work is done in a variety of ways, according to the size, shape, and character of the article to be lacquered. Sometimes a number of articles strung on a wire or hooked in a frame are dipped into a lacquer bath by men, who immediately hang them in ovens in which the lacquer is baked on. Sometimes the lacquering is done by hand with

a brush, and in this case it is usually done by women and young girls. Certain articles are lacquered by machinery. Young girls tend these machines, merely placing the article to be lacquered on a revolving shank and taking it off after it has passed the brushes.

None of the lacquering done by women or girls involves hard or heavy work, but the workrooms are rendered disagreeable by the fumes from the lacquer.

JAPANNING.

Some of the locks and hardware are japanned. This is done by dipping the articles into a black enamel paint and baking them overnight. The workers in the japanning room, like those working in lacquer, are subjected to the fumes arising from the material. The fumes in the japanning room are very disagreeable and cause headaches until the worker becomes accustomed to them. The actual work of japanning is done by men, but the articles are first strung on wires, or more often on wire rods, by women, who do the work in the japanning room and are, therefore, exposed to the fumes. .

HELPING.

In various parts of the work women are employed as helpers, their specific duties depending on whom they are helping. In general, their work is thoroughly unskilled and of rather low grade.

INSPECTING.

Many of the operations in the shops visited were paid for by piece rates, under which system a worker is always under more or less temptation to work rapidly, even at the cost of turning out poor or defective products. So at every stage of its progress through the shops the work must be inspected for defects. This is done by men, women, and girls, the character of the work determining its assignment to one or the other of these. Small articles are inspected by women or girls, while such products as sheet and bar metal are inspected by men. The work demands care and close application.

PACKING.

The small articles manufactured in the establishments visited are usually packed in cartons by the dozen, the gross, or singly. This work is generally done by women and girls. Sometimes the articles are first wrapped in tissue paper to keep them from getting scratched or tarnished. All of this is light work demanding little effort. Care is required, however, to get the packages up in neat and attractive form and to see that each has the specified contents.

THE LABOR FORCE.

The table already given (p. 180) shows the number of females and of workers under 16 in each of the seven establishments visited. Taking the group of workers as a whole, women and girls 16 or over form only 25.8 per cent and children under 16 only 3.1 per cent of the total, but the different factories show considerable variations in this respect. The proportion of women 16 or over ranges from 12.1 per cent in establishment No. 1 to 46.4 per cent in establishment No. 5, while the proportion of children under 16 varies from 0.1 per cent in establishment No. 3 to 9.0 per cent in establishment No. 7.

This variation depends to a considerable degree upon the kind of work done in a given establishment. Thus, establishment No. 5, in which women 16 or over formed nearly half of the working force, manufactured a large line of metal trimmings for suspenders and garters; also furniture nails, snap buttons for gloves, and similar small articles. Nearly all of these were made of much thinner metal than was used in other factories, and this, combined with the small size of the articles manufactured, made it possible to employ female labor far more extensively than could be done in establishment No. 1, for instance, where the production of copper and brass in sheets, rods, and wires, ready to be worked up in other factories, formed a considerable part of the manufacturing done. The employment of children did not show so clear a relation to the nature of the work carried on. The proportion they form of the total workers in the different establishments varies so erratically that it seems probable that the explanation is to be found in local circumstances, the available labor supply, for instance, and the attitude of individual managers toward the employment of children.

AGE OF EMPLOYEES.

Table I shows by sex the ages of the 4,200 workers for whom this fact was gained. It will be observed that no children under 14 were found and that the proportion under 16 is small. The age distribution of the two sexes differs widely. Proportionately almost three times as many of the female as of the male workers were under 16 years of age; 18.53 per cent of the girls, as against 4.53 per cent of the boys, were in the group aged 16 and 17 years; and not far from two-fifths of the women, 37.79 per cent, as against 11.65 per cent of the men, were from 18 to 20 years old. From 21 to 24 years of age the proportion is nearly the same, 15.39 per cent of the women and 16.31 per cent of the men; but after 25 years of age the males forge to the front very rapidly. The greatest massing of female employees is found at 18 years, 15.21 per cent being of this age; for males the

corresponding point is 21 years, at which age 4.43 per cent of their number are found. Practically one-fourth of the female workers are under 18 and one-half are under 20 years of age.

The difference in the age distribution of the sexes is evidently directly connected with the character of the work done by each. That done by males requires usually strength or skill or both, which naturally are lacking among the younger workers; that done by women requires mainly dexterity and quickness, qualities more likely to be possessed by young than by older workers.

RACE OF EMPLOYEES.

Table II shows by sex and age the racial distribution of the 4,200 workers for whom this information was gained. No marked predominance of any one race appears. The combined Polish workers lead, forming 20.55 per cent of the whole group; next come the Americans with 14.55 per cent, the Irish with 11.93 per cent, the group of "Other Slavs" with 8.76 per cent, and the Italians with 8.10 per cent. The combined English-speaking races form less than one-third of the whole.

There is some difference in the racial distribution of the sexes. The proportions the leading races form of each sex are as follows:

PER CENT DISTRIBUTION OF THE SEXES, BY RACE—HARDWARE AND METAL SPECIALTIES.

Race.	Males.	Females.
American	15.1	13.0
German	7.7	6.6
Irish	10.9	15.0
Italian	9.3	4.7
Polish	15.3	35.5
Scandinavian	9.3	3.0
Other Slavs	10.8	2.9

The predominance of the Polish workers among the females is very marked, they alone constituting over one-third of the women employed. The Americans are a little less, and the Irish decidedly more numerous proportionately among the females than among the males.

Among the female workers the leading races show a marked difference in age distribution. The Americans [1] show the largest proportion of girls under 16, 10.6 per cent; the Germans come next with 9.7 per cent, then the Italians with 5.9 per cent, and the Irish with 4.9 per cent, while the Polish workers, with only 4.4 per cent of their number in this age group, make the best showing of all. The

[1] Some of the other race groups show a higher percentage than this; 21.2 per cent of the Scandinavians, for instance, were under 16; but in these cases the race groups themselves were too small for the proportions to be significant.

proportion of workers aged 25 years or over does not correspond exactly to these percentages of young workers. The Irish women show by far the largest proportion, 36.8 per cent, 25 or more years old, while the Italians have the smallest, 13.7 per cent. The Americans and Germans have, respectively, 21.3 and 25 per cent, while the Poles have 20.3 per cent.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of the employees for whom full information on the points desired could be gained. About one-fifth of the female workers, 19.24 per cent, had been married as against nearly three-fifths, 57.33 per cent, of the male workers. This difference is considerably larger than can be accounted for by the dissimilarity in the age grouping of the sexes, but is easily explicable by the general tendency of women to leave the industrial world upon marriage.

Very youthful marriages were not numerous among these workers. Only 4 of the male workers under 20 years of age and a like number of female workers under 18 were married.

The Irish, in spite of the rather high age level of their group, showed the smallest proportion, 9.8 per cent, of women who had been married; the Americans came next with 10.8 per cent, and the Italians with 39.2 per cent showed a much larger proportion than any of the other races which furnished 50 or more women to the total group of workers. If the calculation be shifted to the proportion of women married, but not widowed, i. e., presumably with husbands as the chief wage earners of the family, found at work, the Italians again lead, 39.2 per cent of their number being thus circumstanced; the Irish again show the lowest proportion, 6.7 per cent, and the Americans again show a slightly higher proportion than the Irish, 7.9 per cent. Some of the other race groups show higher and some lower proportions than these, but the numbers involved are too small to be significant.[1]

HOURS OF LABOR.

The following table shows the daily and weekly working hours and the time allowed for lunch in the establishments visited. The 10-hour day for five days in the week was universal. In three establishments the time was reduced by from one to two hours on Saturday; in the four others no Saturday reduction was made except during the three summer months.

[1] Per cents for each race are based on figures shown in Table V.

An hour was the rule for lunch time. No overtime work was reported.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—HARDWARE AND METAL SPECIALTIES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Connecticut	10	9		[1] 59	[1] 60		
2	Do	10	8		58	60		
3	Do	10	10		[2] 60	60		
4	Do	10	10		[2] 60	60		
5	Do	10	9		[2] 59	60		
6	Do	10	10		[2] 60	60		
7	Do	10	10		[2] 60	60		

[1] Except men in one department working night or day shift, 12 hours per day, 72 hours per week, time for lunch irregular. Establishment operates 55 hours per week during June, July, and August.
[2] Fifty-five hours per week during June, July, and August.

EARNINGS.

Table VI shows by age and sex the actual earnings for one week of the 3,051 male and 1,067 female workers for whom these facts were obtained. The disparity between the earnings of the sexes is very marked. It is less apparent among the workers under 16, only showing itself there in the larger proportion of girls whose earnings for the week were under $4, but in the higher age groups it is striking. Three-fifths of the women as compared with one-twelfth of the men earned under $6 a week, while over one-half of the men as against less than 1 per cent of the women earned $10 or more during the week under consideration.

Considering the female workers only, the point of special importance is the earnings of those who are 18 or over, or, in other words, of those who have reached an age at which they might expect to be nearly or wholly self-supporting. Of the 803 women 18 years or over for whom details on this point were learned, nearly one-eighth, 12 per cent, earned less than $4 during the week studied. More than a third, 34.6 per cent, earned under $5; 57.9 per cent earned less than $6; 88.2 per cent earned under $8, and only 1.2 per cent earned $10 or more. Comment on such figures seems unnecessary.

SUMMARY.

The manufacture of hardware and metal specialties affords employment to a considerable number of women and children, although these two groups form less than a third of the total employees. The work done by women and girls is largely machine work, to which

are added light hand occupations accessory to the machine processes. Some of their occupations, such as operating power and foot presses, involve considerable danger of accident, while in others they are exposed to the dust from polishing and buffing wheels, and the fumes of japanning and lacquering processes. On the whole, however, as seen in this investigation, the majority of the women and girls were engaged in what might be termed clean occupations, and the conditions under which they worked were good. Their machine occupations were for the most part excessively monotonous, demanding little thought and reducing the worker to the status of a mere adjunct of the machine.

No complaint was heard of competition between men and women. In general the occupations demanding strength or skill are assigned to men, the women taking the light and mechanical work. In assembling, an occupation involving some skill and judgment, at which both sexes work, the size and character of the article to be put together seem to determine its assignment to one sex or the other.

Polish women were found more numerously in this industry than those of any other race. The Polish, the Irish, and the Americans constituted a little over half of the female workers, the Poles alone furnishing more than one-third, and the other two races being nearly equal in their representation. Earnings, as far as women were concerned, were decidedly low, more than one-half of those who were 18 or over earning less than $6 during the week under consideration, while 30.3 per cent more earned as much as $6 but under $8.

HOSIERY AND KNIT GOODS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

In 1909, at the time when the data concerning this industry were gathered, the average number of employees engaged in making hosiery and knit goods was 129,275, of whom 64.5 per cent were women and 8.1 per cent were children under 16.[1] The large proportion of women and children made the industry of special interest in an investigation of the conditions of work for these two classes of wage earners. Sixty-five establishments, located in 15 States and employing 16,951 workers, were visited and data secured concerning their employees. The following table shows the location of the factories, and the number of the employees, by sex and age grouping:

[1] See Census Bulletin, 1910, Statistics of Manufacture, pp. 17, 20.

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—HOSIERY AND KNIT GOODS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Maine	1	6	.....	6	6	13
2	Do	10	10	.....	.....	.....	20
3	Massachusetts	2	55	.....	3	3	60
4	Do	18	279	9	21	30	327
5	Do	5	150	.....	.....	.....	155
6	Do	4	45	.....	.....	.....	49
7	Do	12	19	.....	1	1	32
8	Do	51	144	2	6	8	203
9	Do	5	38	.....	1	1	44
10	Rhode Island	24	83	5	8	13	120
11	Do	30	229	7	19	26	285
12	Do	25	160	3	19	22	207
13	Do	13	89	.....	11	11	113
14	Do	31	250	1	7	8	289
15	Do	28	35	.....	8	8	71
16	Do	3	18	.....	.....	.....	21
17	Connecticut	12	80	2	26	28	120
18	Do	86	216	3	5	8	310
19	Do	79	86	2	6	8	173
20	Do	85	180	1	5	6	271
21	New York	47	533	.....	.....	.....	580
22	Do	185	235	.....	.....	.....	420
23	Do	192	153	3	1	4	349
24	Do	127	246	2	11	13	386
25	Do	4	36	.....	.....	.....	40
26	Do	68	149	2	3	5	222
27	Do	63	429	.....	8	8	500
28	New Jersey	103	197	5	11	16	316
29	Do	28	26	3	3	6	60
30	Do	235	207	16	25	41	483
31	Pennsylvania	74	268	17	42	59	401
32	Do	46	139	1	11	12	197
33	Do	39	23	.....	1	1	63
34	Do	33	508	3	30	33	574
35	Do	252	823	50	210	260	1,335
36	Ohio	11	39	1	1	2	52
37	Do	66	249	2	11	13	328
38	Do	9	43	3	.....	3	55
39	Do	39	132	.....	.....	.....	171
40	Do	29	181	1	2	3	213
41	Do	28	97	.....	.....	.....	125
42	Illinois	175	225	5	5	10	410
43	Do	24	257	.....	19	19	300
44	Do	3	35	.....	1	1	39
45	Do	185	200	5	12	17	402
46	Indiana	600	800	100	200	300	1,700
47	Do	23	109	3	15	18	150
48	Do	49	193	.....	8	8	250
49	Michigan	8	200	.....	15	15	223
50	Do	76	360	1	26	27	463
51	Do	5	28	.....	.....	.....	33
52	Wisconsin	240	656	4	50	54	950
53	Do	25	400	.....	75	75	500
54	Do	25	95	.....	.....	.....	120
55	North Carolina	14	35	22	10	32	81
56	Do	34	77	10	22	32	143
57	Do	23	55	9	20	29	107
58	Georgia	18	37	10	15	25	80
59	Do	67	108	21	52	73	248
60	Do	78	123	35	40	75	276
61	Do	36	50	16	19	35	121
62	Do	46	71	14	27	41	158
63	Do	13	38	3	6	9	60
64	Do	8	60	2	4	6	74
65	Louisiana	64	151	31	64	95	310
	Total	4,041	11,248	435	1,227	1,662	16,951

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER, AND UNDER 16 YEARS OF AGE EMPLOYED IN 65 KNITTING MILLS.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	4,041	23.8
Females	11,248	66.4
Under 16 years:		
Males	435	2.6
Females	1,227	7.2
Total	16,951	100.0

CHARACTER OF THE INDUSTRY.

The production of knit goods and hosiery did not become a really important industry in the United States until some 30 years ago. Knitting machines were introduced at an early date, but up to about 1880 the goods manufactured here were of the coarsest and cheapest variety, all those of better quality being imported. From 1880 to 1905 the capital invested, the number of establishments, and the average number of employees all increased rapidly, the number of establishments in 1905 being 3 times and of employees 3.59 times as great as in 1880.[1]

One curious feature about the growth of the industry has been the comparative slightness of the changes in the proportion which men, women, and children form of the total group of wage earners. The year 1880 marks the beginning of the period of rapid growth, and 1909 is the latest year for which the census figures are available; in these two years the wage earners were divided as follows:

PER CENT OF MEN, WOMEN, AND CHILDREN EMPLOYED IN 1880 AND IN 1909—HOSIERY AND KNIT GOODS.

Class of workers.	[1] 1880	[2] 1909
Men 16 years of age and over	26.0	27.4
Women 16 years of age and over	61.3	64.5
Children under 16 years of age	12.7	8.1

[1] Computed from figures shown in Special Reports of the Census Office, 1905, Part III, p. 62.
[2] See Census Bulletin, 1910 Statistics of Manufacture, pp. 17, 20.

The most important change shown here is the decrease in the proportion of children, which has been mainly offset by the increased proportion of women. In view, however, of the rapid growth of the industry, the increased use of machinery, and the changes in the character of the machinery during this period of 30 years, the relative stability of the three classes is striking.[2]

[1] Computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 62.

[2] It is possible that there has been more change than is shown by these figures. In this investigation a number of cases were found in which "home finishers" were employed outside of the factory. Were such workers included, the proportion of women, and possibly of children under 16, would be considerably increased.

In spite of the relative decrease in the number of children employed, this industry stands second in regard to the percentage workers under 16 form of the total wage earners, being exceeded only by the manufacture of cotton and cotton cloth.[1]

CHARACTER OF THE WORK.

There is great diversity among hosiery and knit-wear factories in the kind of work done. The product varies from plain, cheap hosiery and gloves or mittens through all grades of underwear, up to sweaters, mufflers, caps, and athletic goods generally. In some factories the raw cotton or wool is made into yarn, from which the goods are knit; in others, the yarn is purchased and the first operation is winding it on the bobbins used on the knitting machines. Some establishments handle only cotton goods, others only woolen, others both, or a material part wool, part cotton. Naturally, the process in a given factory will depend upon whether or not it begins with the cotton or wool in its unmanufactured state and what kind of goods it produces.

In general, however, it is a machine industry; manufacturing the goods is done wholly by machinery, but a variety of light hand operations, such as mending, stamping, sorting, folding, and boxing, are necessary before the goods are ready for sale. The characteristic machines of the industry are the knitting and sewing machines. There are numerous types of knitting machines, but those most commonly found in this investigation were the full-fashioned, the circular, and the flat-rib knitting machines. Of these the full-fashioned knitting machines are by far the most complex, some years of training being necessary in order to attain the skill needed for their operation. They were invariably operated by men who were considered the most highly skilled workers in the industry.

With the exception of these operators and of some of the dyers, the workers could at best be called only semiskilled, and many, especially of the women, are unskilled. The operation of the other machines can be learned in from two to six weeks, though it takes longer to gain full speed. Many of the hand operations require only dexterity and exactness, not skill, and can be done by anyone willing to repeat a series of simple movements hour after hour all day long.

REGULARITY OF THE WORK.

In the factories making plain, standard goods, such as stockings, underwear, and gloves or mittens, the work was rarely seasonal. Some factories reported a season of extra pressure for two months in the fall, but these were the exception. In the plants manufacturing novelties and fancy articles, however, work was apt to be distinctly irregular, the rush and slack times varying according to the kind of goods manufactured.

[1] See Census Bulletin, 1910, Statistics of Manufacture, p. 17.

The information as to the regularity and steadiness of the work was not wholly satisfactory, as the industry had not entirely recovered from the depression of 1907. The consensus of opinion, however, seemed to be that plants manufacturing standard goods had no markedly dull season in ordinary times; the work might run light, but the plant would not be closed.

CLEANLINESS OF THE WORK.

In most occupations the work is clean. The exceptions to this are the dyeing, washing, brushing, and pressing in the knitting and finishing departments, and the picking and carding in the yarn departments of factories in which the yarn is spun. The women workers very commonly changed at least their skirts before beginning work, but this was done mainly to protect their street clothes from lint and ravelings, etc., from the knitted cloth. It was decidedly exceptional to find women working at any occupation which could be called either dirty or dusty, though some such cases occurred.

Several of the occupations usually carried on by men had objectionable features, and sometimes boys under 16 were found working as helpers in these. Conditions in the dye rooms were apt to be worse than elsewhere. Of one large factory in which boys were employed as helpers in that part of the dyeing known as oxidizing the agent making the inspection reports:

> The helpers carry boards for the boarders, run the singeing machines, sweep the floors, carry goods, and do any other work that may be required. This appears to be the most unhealthful part of the hosiery manufacture in this mill. The floor was covered and the faces and clothes of the boys were black with the dust from the oxidizing process. The foreman stated that men usually could not stand the work more than 3 or 4 years, but that he had been at it over 15 years.

HEALTHFULNESS OF THE WORK.

Most of the operations, especially in the earlier stages of the manufacture, involved some production of lint. In some rooms the lint was not visible even as a slight dustiness in the air, and its presence was shown only by the gradual formation of a thin coating of lint on window frames, machinery, etc. In these mills sweeping and dusting were such frequent and careful processes that this coating never became noticeable. Fleecing is a decidedly dusty occupation, but women and children were not ordinarily engaged in it. In one mill, however, a girl under 16 was found at this work, not only subject to the dust inevitably connected with the process, but operating a machine with unguarded feed rolls, into which the operator's hand might easily be drawn as she inserted the goods.

Many of the operations carried on by women necessitated standing all day, sometimes with no opportunity to relieve the strain by moving from one part of the machine to another, or from one machine

to another. In sewing-machine work, of course, they are seated, but in such work there is considerable strain involved in the close watch which must be kept upon the stitching for 10 hours a day.

Danger from machinery is a different matter from healthfulness of work, and in this respect the industry, as seen in this investigation, presents rather an unsatisfactory aspect. Few cases were found of women or children engaged in conspicuously dangerous work, but in 21 of the 65 factories visited belts or gearings were found unguarded, or other dangerous features existed against which no protection had been arranged.

COMPETITION BETWEEN THE SEXES.

This scarcely seemed to exist. The heavy and dirty work involved in such processes as dyeing and fleecing generally went as a matter of course to the men. They took, likewise, the machine operations which required either skill or knowledge of machinery. The women took, equally as a matter of course, the sewing-machine operations and work like folding, stamping, etc., in which their defter touch and keener appreciation of appearance made them turn out a neater and more salable product. There remained as a sort of debatable ground some machine operations requiring little strength or skill, which either sex might perform, but which custom had assigned without apparent reason to one or the other. No complaint was heard that women were taking men's work or crowding them out.

GENERAL SANITARY CONDITIONS.

The plants visited ranged from small factories employing less than a score of workers to huge establishments with from 1,000 to 1,500 employees or more, so that considerable variation in working conditions was to be expected. Making due allowance for such variations, in general the conditions under which women and children worked were good. Many of the operations demanded a good light, so that usually the whole plant was well provided with natural or artificial light, or both. Ventilation was usually fair, and only 10 cases were found in which, in the judgment of the agents making the inspection, the workrooms could not be called clean. The dye rooms were an exception to this statement, as the work carried on there almost inevitably kept them wet and dirty. Practically no women, however, and few boys under 16 worked in these rooms.

The arrangements for comfort and hygiene were less satisfactory. In 22 establishments the toilet accommodations provided for women were insufficient for the number of female employees. In 18 cases reasonable privacy of approach was lacking, and in 5 of these establishments the toilets were used in common by both sexes. These five cases were all in small factories, so that but few women were affected.

In 19 factories dressing rooms were provided for the female workers, and in 20 separate wash rooms were provided. Elsewhere, sinks in the workrooms were the only facilities for washing, and the custom differed as to the employers providing soap and towels. Seats were very generally furnished for those whose occupations permitted them to sit, and there was no hint that the employers objected to their being used when possible. Some factories were found which were models of cleanliness and good management, and in several of these welfare work of a high character was sustained by the management.

OCCUPATIONS WITHIN THE INDUSTRY.

In factories in which the yarn is manufactured from the raw cotton or wool, this part of the work is done in what is known as the yarn department, and in this the processes carried on and their division between the sexes are the same as in an ordinary cotton or woolen mill up to the point at which weaving begins. As these operations have been described at length elsewhere in this report [1] no description of them will be given here.

The factories manufacturing underwear usually presented the highest degree found of subdivision and standardization of work. The following list of occupations in such a factory at which women and children were found engaged shows the extent to which the division of work is carried on:

(1) Men and women compete as—
Winder, yarn department.
Knitter.
(2) Women and children compete as—
Seamer, seaming department.
Sleeve setter, seaming department.
Stayer, finishing department.
(3) Women's occupations exclusively:
Rib cutter, knitting department.
Cuffer, seaming department.
Marker, seaming department.
Mender, seaming and finishing department.
Folder, seaming and finishing department.
Measurer, finishing department.
Trimmer, finishing department.
Stamper, finishing department.
Neck stitcher, finishing department.
Cuff stitcher, finishing department.
"Circular" stitcher, finishing department.
Strap stitcher, drawers, finishing department.
Band stitcher, drawers, finishing department.
Stamper, shirts, finishing department.
Hemmer, finishing department.
Taper, front and back drawers, finishing department.

[1] See Volume I of this report, Cotton Textile Industry, pp. 397–409.

(3) Women's occupations exclusively—Concluded.
Taper, back, drawers, finishing department.
Eyelet-machine operator, finishing department.
Buttonhole maker, finishing department.
Marker and button sewer, finishing department.
Inspector, seaming and finishing department.
Washing and ironing, seaming department.
"Put on sticker," finishing department.
Box tier, finishing department.
Salesroom girl.
Sweeper, finishing department.
(4) Children's occupations exclusively:
Needle boy.
Mangler (male).
Brusher, pressing room (female).
Eyelet trimmer (female).
Turner (male).
Boxer (male).

Many of these occupations explain themselves, but a few require some description.

WINDING.

The yarn comes from the spinning frames on small bobbins, from which it must be unwound and rewound onto the large cone-shaped bobbins used on the knitting machines. This winding is done by a machine, which may be tended by men, women, or children. The machine consists in the main of two rows of rotating spindles, one holding the cones and the other the bobbins which are to be unwound. The work consists of watching the machines, replacing spools, tying broken threads, and removing filled cones. The workers must stand most of the time while the machine is running, but have occasional opportunities to sit down when the work is running smoothly. Also they must to some extent move about while tending the machine, which is some alleviation of the strain of continuous standing. The work is clean and the machine has no dangerous features.

KNITTING.

The knitting machines are operated by either men or women, according to the kind of machine. In the factory from which the foregoing list of occupations was taken, no full-fashioned knitting machines were used, only the circular and flat-rib knitting machines, either of which may be operated by women. The circular knitting machine produces what is practically a tube of cloth, which is especially suitable for undershirts, since it need only be cut into proper lengths and shaped at the arms to be ready for the finishing processes. Smaller machines of this type produce the cuffs, wristbands, and ankle bands used to finish the legs and arms of underwear. The flat-rib knitting machines produce a continuous flat width of cloth.

The operator must see that the machine is kept in order, must replace needles and put in bobbins when needed, must thread the machine, and must watch to see that no imperfect knitting is produced. No heavy lifting is required, and the work involves no unusual or injurious position. In some places stools were provided and the operatives were permitted to use them when opportunity offered.

RIB CUTTING.

The rib cutter takes the goods from the knitters, puts them into position on her machine, and presses a lever with her foot, thereby setting in motion machinery which cuts off the desired length of cloth. She may sit at work, and the only fatiguing part of the operation is the continual working of the foot in turning on the power.

After the knitting is finished the goods are washed to remove any grease or dirt collected in the first processes, dried, and pressed in a mangle. These operations are usually performed by men, but occasionally a boy under 16 may be found working at them.

From the manglers the goods go to the cutters, who cut out sleeves and legs and shape the bodies of undershirts. These cutters are always adult males. From them the goods go first to the seaming and then to the finishing department.

Seaming and cuffing are much the same work, though done on machines of different types. In both the purpose is to join wrist or ankle bands to the arms or legs of knit underwear without producing a seam. The operatives sit at work, usually on low stools which bring their eyes nearly to the level of their work. This does away with any need for stooping, but on the other hand, necessitates lifting the arms and bringing the elbows to a horizontal position when putting the work in place, a position which becomes decidedly fatiguing when often repeated.

In making the junction of the two pieces the stitches on one edge of each must be placed over the needles of the machine, which then loops or joins the edges together. The operative must watch closely to see that the stitches are properly placed. It is said that this process is at first very hard on the eyes, but that after a time the worker becomes so proficient she scarcely needs to look at the stitches as she adjusts them. The work is clean, and no peculiar conditions of heat or moisture are required. The speed of the machinery is under the control of the operative.

SLEEVE SETTING.

This occupation is practically the same as seaming, except that it is applied to putting in sleeves. The sleeve setters-in also insert the gussets in the seats of drawers.

MARKING AND MENDING.

These are both hand operations. The markers baste in threads which indicate the quality and size of each piece of underwear. The menders examine the goods for damaged spots, which they are expected to repair.

FOLDING.

Folders are employed in both the seaming and the finishing departments. Their work is simply to fold the garments preparatory to removal. They stand while at work, but there are no other injurious or objectionable features.

After the articles have passed through the seaming department they are sent to the dyeing and pressing departments. The work here is almost entirely in the hands of men, boys under 16 sometimes being employed as helpers. From this department the goods go to the finishing department. Here they are first tested by the measurer to see whether they are of the required size. If too small, they are thrown into seconds; if too large, they are marked and cut down to proper size. The measurer stands at her work, but otherwise this occupation has no objectionable features.

In the finishing department a great variety of operations are carried on by women and girls. Sleeves of undershirts are stitched up and inserted; legs of drawers are stitched and fastened together, necks and fronts must be cut out, bands must be put on, eyelets must be made and buttons put on, necks and bands and straps must be stitched around, tape must be put in, and so on. Most of these are sewing machine operations; none involve unusual or injurious positions. The strain comes from the foot motion involved and from the nervous effect of watching the rapidly moving needle for hours at a stretch. The work is not heavy, but exhausting because continuous. The "put-on-stickers" are perhaps the only workers in this department whose occupation is not sufficiently explained by its name. They are engaged in putting on each article a paper label with the name of the customer for whom the goods are made. Theirs is entirely handwork and involves no strain beyond that of standing all day.

The manufacture of hosiery presents a different series of operations. Winding is done in the same way as for making underwear. The next operation depends upon the kind and quality of the goods manufactured. In making a cheap grade of children's stockings and men's half hose, the first operation is frequently ribbing; that is, knitting the ribbed, upper portion of the sock or stocking. The chief difference between this and the corresponding operation in making underwear is that in hosiery machines the knitting apparatus revolves around the hose, while in machines for making underwear the cloth

revolves and the knitting apparatus remains stationary. For hosiery the ribbing is knitted in a long, tube-like web, which is afterwards cut to the desired lengths. The machine marks the places for cutting by knitting a few rounds with a changed stitch, which gives a band effect at the cutting point.

The tube of ribbing is cut apart at the places indicated by a girl or woman using a machine operated by foot power, or, in some cases, doing it with a pair of shears, and the separate pieces are taken to a worker known as a topper or transferrer, who puts it in place upon the knitting machine, hooking the last stitches of the rib over the needles, so that the knitters can carry on the work from that point without making a seam. In some factories the topping and the knitting are done by the same operator. When they are done by separate workers, one knitter can keep three or four girls busy topping.

Sometimes instead of beginning with the ribbing, the foot and lower part of the leg are knitted first, placed in position upon the needles of the ribbing machine, and the top knitted on. Sometimes the two portions are knitted separately and joined. Some factories use the full-fashioned knitting machine to knit the stocking in one piece, shaping the heel and toe in the process. Women were never seen operating this machine, which takes some years to learn.

From the knitters the stockings go to the turners, usually women or boys, who turn them and pass them on to the loopers, who close up the toe gap. Turning is in itself a simple and unexacting occupation, but in some of the large factories in which boys are employed at it it is carried on with a speed and continuity which seem exhausting. Usually each boy works standing beside an upright bar or rod firmly attached to a table or other support. Picking up a stocking, the turner with one sweep of his arm pulls it on the rod for its entire length, then with a quick backward jerk he strips it off, the rod offering resistance enough to cause the turning, so that when the stocking is free it is right side out.

"These boys," notes one agent, "move like machines. They unconsciously attain clock-like movements, stepping mechanically from one foot to the other, and their arms rise and dip like semaphores."

Looping is a simple machine operation. The looper sits at her work, and her machine has no dangerous features. She must loop the stitches onto her machine, thread the needles, remove the completed hose, and tie them into bundles. She must also carry the bundles of turned goods, which weigh from 35 to 50 pounds, from the turner to her machine.

After being looped the stockings go to the fleecer, if they are to be fleeced. This is done by a machine composed of a feed table and rolls, through which the hose are drawn into revolving cards, which draw out the cotton ends in the threads, thus giving the fabric a fleecy

appearance. This work, which is almost invariably done by men, is very dusty, but requires no particular strength or skill. The machine was sometimes unguarded, in which case the work involved the danger of getting the hand caught in the feed rolls.

After the hose come from the fleecers menders look them over carefully and repair any damaged spots. Next the goods are welted; that is, the tops are turned down and hemmed on a welting machine. The welting machine works on the same principle as an ordinary sewing machine. The operator, a woman, sits at her work, which involves no particular strain of any kind.

Next the hose are dyed, this work being done by men. They are next sorted, this frequently being done by boys, and passed on still wet to the pressers, who draw each piece over a stocking-shaped board or frame and place it in a drier. This is done by men.

The hose are then taken to the pairer, a woman, who matches them, seeing that those of the same size and length are brought together. The work is of the simplest character, but must be done standing. Stamping is the next process, also performed by a woman. This consists of placing the firm's stamp upon each piece, a hand stamp being used. The work is done standing. A certain amount of deftness is required, as the stamp must be impressed clearly, evenly, and neatly in every way. The stamper is usually a time worker, since when a piece rate is paid the desire to stamp rapidly is apt to lead to poor work.

The stacker next takes the goods and makes them up into bundles of special sizes. The work is light and easy, but involves standing all day. Like the stamper, the stacker is a time worker, because it is essential to the looks of the finished product that the work should be done carefully. From her the goods pass to the boxer, who carefully brushes and inspects each bundle, and if it is in satisfactory condition, places it in a paper box, which she closes and ties. The work is done standing, but has no other objectionable features. The paper boxes are packed and prepared for shipping by men.

Processes differ from factory to factory, but in the main those described cover the ground. The operation of knitting and looping machines, sewing-machine work, and a variety of light hand operations are the occupations in which the women and girls are found. Most of their work is light, and in a well-managed factory it need not be injurious, except for the amount of standing involved. For the most part, however, it is monotonous and uninteresting, and when working conditions are bad it has few redeeming features.

THE LABOR FORCE.

The table already given (see p. 195) shows the sex distribution of the workers in the factories studied. Women aged 16 or over formed 66.4 per cent of the workers, and girls below that age 7.2 per cent,

giving 73.6 per cent as the proportion of female workers in the whole group. These proportions vary widely from State to State. The following table shows the proportion that females 16 years of age and over, all females, and workers of both sexes under 16 form of the total employees studied in each State:

NUMBER OF EMPLOYEES AND PER CENT WHICH SPECIFIED GROUPS ARE OF TOTAL EMPLOYEES, BY STATES--HOSIERY AND KNIT GOODS.

State.	Total number of employees.	Per cent which specified groups are of total employees.		
		Females 16 and over.	Total females.	Both sexes under 16.
Maine	33	48.5	66.7	18.2
Massachusetts	870	83.9	87.6	4.9
Rhode Island	1,106	78.1	84.6	8.0
Connecticut	874	64.3	69.1	5.7
New York	2,497	71.3	72.2	1.2
New Jersey	859	50.1	54.6	7.3
Pennsylvania	2,570	68.5	80.0	14.2
Ohio	944	78.5	80.0	2.2
Illinois	1,151	62.3	65.5	4.1
Indiana	2,100	52.5	63.1	15.5
Michigan	719	81.8	87.5	5.8
Wisconsin	1,570	73.3	81.3	8.2
North Carolina	331	50.5	66.2	28.1
Georgia	1,017	47.9	63.9	26.0
Louisiana	310	48.7	69.4	30.6

It will be noticed that the proportion of female workers aged 16 or over varies from 83.9 per cent in Massachusetts to 47.9 per cent in Georgia, while the proportion which females without respect to age form of the total workers ranges from 87.6 per cent in Massachusetts to 54.6 per cent in New Jersey. It is the exception for them to form less than two-thirds of the workers of a State for this industry. The proportion of workers of both sexes under 16 ranges from 1.2 per cent in New York to 30.6 per cent in Louisiana. In individual factories the range is even wider. In 11 factories there were no workers under 16. Girls are far more numerously employed than boys, forming 73.8 per cent of the 1,662 workers under 16.

AGE OF EMPLOYEES.

Table I gives by sex and by State the ages of the 13,333 employees for whom these facts were secured. The number of young workers is striking, there being 60 boys and 83 girls under 14. As between the sexes, a larger proportion of the male than of the female workers are found in the lowest age group, 11.86 per cent of the boys, as against 10.52 per cent of the girls, being under 16. From that age onward, however, the female workers show the larger proportion in each year of age until 24 is reached, after which the male workers take the lead. The greatest massing of the males at any one year is found at 15, while for the females it is at 18. Very close to one-half, 47.62 per cent, of the women and girls were under 20, while only one-third of the males were under this age.

Considering only the female workers, it appears that their age distribution varies widely in different parts of the country. The following table shows for each State the proportion of the female workers in each of several age groups:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—HOSIERY AND KNIT GOODS.

State.	Number of female workers.	Per cent in each age group.			
		Under 16 years.	Under 18 years.	Under 20 years.	25 years or over.
Maine	21	28.57	33.33	47.62	19.05
Massachusetts	622	5.63	22.83	40.51	25.24
Rhode Island	680	10.29	27.94	43.53	27.20
Connecticut	578	7.27	20.93	39.45	32.87
New York	1,201	1.75	13.49	27.06	44.55
New Jersey	358	10.89	32.68	48.32	25.98
Pennsylvania	2,071	13.91	35.30	52.49	21.44
Ohio	755	1.85	15.37	41.86	23.31
Illinois	622	4.34	20.42	38.26	15.41
Indiana	1,022	11.45	35.23	55.68	19.47
Michigan	496	8.07	29.84	51.21	14.72
Wisconsin	1,024	11.72	35.55	55.76	14.85
North Carolina	109	28.99	49.10	63.30	15.97
Georgia	557	29.26	48.11	64.27	19.39
Louisiana	229	27.95	57.65	74.68	11.35
Total	10,405	10.52	29.48	47.62	24.29

The three Southern States show a much larger percentage of workers in the youthful groups and a smaller percentage aged 25 or over than prevails among the workers as a whole, while in the Northern States this situation is reversed. New York shows a smaller percentage of young workers and a higher percentage of those aged 25 or over than is found in any other State. Illinois, Massachusetts, and Ohio all show small proportions of girls under 16, but they vary considerably in their proportions in the group aged 25 or more, Illinois falling much below the general average here, Ohio falling slightly below, and Massachusetts rising somewhat above it. In general this appears to be, as far as women are concerned, emphatically an industry for young workers, three-fourths being under 25 years old.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 13,566 employees for whom information on this point was secured. The table presents two striking features, the predominance of the Americans and the comparative uniformity of the representation of the other races, the Germans being the only ones who rise above 10 per cent, though the Irish, with 9.66 per cent, come very near to furnishing one-tenth of the workers. English-speaking workers constitute three-fifths of the workers, and they and the Germans together make up very nearly four-fifths of the total group. Moreover, the proportion of Americans is decidedly larger among those under 16 than among those over

that age, so that apparently the newer immigrants are not displacing the native born.

The racial distribution by States requires little comment. Considering only the female workers, the Germans are found most numerously in the Western States, Wisconsin alone furnishing practically three-tenths of them. Pennsylvania also had quite a large contingent of German workers, but in the Eastern States in general they are very scantily represented. The Irish are found mainly in Massachusetts, Rhode Island, Connecticut, New York, and Pennsylvania, but especially in New York, which alone furnishes one-fourth of their total number. The Americans are found everywhere, but are especially numerous in the three Southern States, where they form 93 per cent of the 976 female workers whose race was reported.

As to age, the Americans show the largest proportion of young workers. Practically all the girls under 14 found at work were Americans, while 14 per cent of the American female workers were under 16. Among the other races whose female workers numbered at least 300, the Italians showed the next largest proportion, 13.2 per cent, of girls under 16; the Germans came next, with 9.7 per cent; and the Irish and Scandinavians stand lowest in the list, having, respectively, 4.2 and 4.1 per cent of their female workers under 16 years old. The Irish led in the proportion of women aged 25 or over, 45.5 per cent of their number falling within this group; the English came next, with 42.2 per cent; and the Italians, with only 15.9 per cent, stood lowest.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of the 13,262 workers for whom full particulars concerning this point were learned. As usual, the male workers show a much larger proportion of married, or married and widowed, than the female workers, the proportion of single being 57.44 per cent among the former and 86.8 per cent among the latter.

The proportion of the single among the women at work differs considerably according to race. The percentage of single in each of the races furnishing as many as 300 workers was as follows:

PER CENT OF FEMALES WHO WERE SINGLE AND MARRIED NOT WIDOWED, BY RACE—HOSIERY AND KNIT GOODS.

Race.	Single.	Married not widowed.
American	86.5	8.7
French Canadian	77.5	15.8
English	73.8	19.5
German	90.9	6.0
Irish	87.0	7.7
Italian	79.4	18.9
Polish (combined)	80.4	17.5
Scandinavians	93.8	5.6

The relatively small proportion of the single among the Italians is rather curious in view of the low age level of this group, while the Irish, who have a large proportion of workers over 25, and who might be expected to show a correspondingly large proportion of married workers, show relatively fewer who had been married than any other race except the Germans and Scandinavians.

The second column, showing the proportion of married women, presumably living with husbands who are at work, displays marked variations. The English lead in the proportion of such workers, but are almost equaled by the Italians, while the Polish and the French Canadians are but a little way behind. The four other races show a very much smaller proportion of such workers, the percentages ranging from 5.6 among the Scandinavians to 8.7 among the Americans.

Early marriages did not seem common in this group. Of the 3,038 girls under 18 only 9 were married, while one was a widow. Four of these youthful wives were found in Georgia, while the rest were scattered, no State showing more than one.

HOURS OF LABOR.

The table following shows for each establishment the regular daily and weekly hours of work, the time allowed for lunch, and the duration and degree of overtime, if any. In general, the hours were long. In the majority of cases the hours of adults were 10 or more for five days, with a shortened Saturday, this last being almost universal. In 16 cases, or practically one-fourth of the establishments visited, the weekly hours were 60 or a trifle over.[1] (In New York, Ohio, and Illinois factories hours for workers under 16 did not exceed 48 per week, no matter what they might be for older employees.) In 34 cases the hours ranged from 57 to 59¾, in 11 from 54½ to 56⅔, and only 4 factories were found in which the weekly hours fell below 54. In the mills which ran 60 hours or more a week, 3,205 women and 291 children under 16 were subject to these hours, while in addition 22 women and 7 boys worked regularly 60⅔ hours per week in the yarn department of a mill in which the knitting department, where the majority of the women and children were employed, ran only 56⅔ hours a week. In none of the mills visited were women or children found working on a night force.

The time allowed for lunch ranged from 30 to 60 minutes, a trifle over half the plants visited giving the full hour.

Overtime was reported by 20 establishments, its duration varying from 4 to 120 days. In 3 factories men only were affected by the

[1] These are the hours for women and, except in the States noted, for children working on the day force. The hours for adult males were sometimes, and for the night force quite frequently, different from those of the women of the day force.

overtime. In 4 of the other factories its duration was less than 3 weeks, while in the remaining 13 it ranged from an even 3 weeks up to 100 days, or 16⅔ working weeks. The particular factory reporting this longest duration employed 193 women and 8 girls under 16.

The average hours overtime per week ranged from 2 up to 15. There were only three cases in which the addition of the overtime reported failed to bring the weekly hours up to more than 60. In the factory reporting the greatest frequency of overtime the extra hours averaged 10 a week. As the regular hours were 60, this would mean for that particular factory an equivalent of 70 hours per week for a trifle over 4 months. In the factory reporting 15 hours a week extra for practically six weeks (35 days), the weekly hours were likewise increased to 70, but in this case only 26 women and 6 children were affected. Only factory in the three Southern States reported overtime, and that of only a trivial amount.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—HOSIERY AND KNIT GOODS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday	Sunday.			Times required during year.	Average hours per week when worked.
1	Maine	10	9		59	60	5	2½
2	Do	10	9		59	60		
3	Massachusetts	9⅔	9⅓		57½	20		
4	Do	10½	5½		58	30		
5	Do	8¾	8		51¾	60		
6	Do	10	7		57	30		
7	Do	10¼	5¾		57	45		
8	Do	10	6		56	60	(1)	(2)
9	Do	10	6		56	60		
10	Rhode Island	10½	5½		58	45	[3] 25	10
11	Do	10½	5½		58	60		
12	Do	10½	5½		58	45		
13	Do	10½	5½		58	30	[3] 30	2½
14	Do	10	8		58	60		
15	Do	10¾	4¼		58	45		
16	Do	10½	5½		58	60		
17	Connecticut	10	9		[4] 59	45		
18	Do	10½	5½		58	60		
19	Do	10 7/13	5 1/6		[4] 58 1/2	45		
20	Do	11	5		60	60		
		10½	5		[5] 57½			
21	New York	10	9		59	60	[3] 120	9
22	Do	11	5		[6] 60	60		
		10			[7] 50			
23	Do	10½			52½	60		
		8			[8] 40			
24	Do	11	5		60	60		
		8	3½		[8] 43½			
25	Do	10	8		58	[9] 30		
26	Do	10¼	8¾		60	60		
		8	8		[8] 48			
27	Do	10	5		55	60		
		8	5		[8] 45			

[1] Not reported.
[2] Data very incomplete.
[3] Men only.
[4] Information as to shortening hours of labor in June, July, and August not obtained.
[5] Applies to all females and to males under 16.
[6] Day force.
[7] Night force.
[8] Applies to employees under 16.
[9] Special permit from factory inspector for shortening lunch period.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—HOSIERY AND KNIT GOODS—Concluded.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
28	New Jersey	10	5		55	60		
29	Do	10	5		55	60	35	15
30	Do	10	9		59	60	27	9
31	Pennsylvania	10 3/4	6		59 3/4	[1] 30		
32	Do	10 3/4	6 1/4		60	[1] 30		
33	Do	10	7		57	[1] 30	40	10
34	Do	10 2/3	5		58 1/3	[2] 40	4	4
35	Do	10 3/4	6 1/4		60	[1] 45	18	2 1/2
36	Ohio	10	9		59	30		
37	Do	10	8 1/2		58 1/2	30	26	6
38	Do	9	7 1/2		52 1/2	60		
		8	8		[2] 48			
39	Do	10	9		59	30	48	6
40	Do	10 1/6	9 1/6		60	60	54	7 1/2
41	Do	10 1/6	6 3/4		57 1/3	60	20	4
42	Illinois	10	10		60	60		
		8	8		[3] 48			
43	Do	9 1/4	8 1/4		54 1/2	30	30	6
		8	8		[3] 48			
44	Do	9	4		49	30	48	9
		8	4		[3] 44			
45	Do	10	10		60	60		
		11	11		[4] 66			
		8	8		[3] 48			
		13			[5] 65			
46	Indiana	10	5		55	60	17	2 1/2
47	Do	10	[6] 5		55	[7] 40		
48	Do	10 1/6	9 1/6		60	60	[8] 100	10
49	Michigan	9 1/2	7 1/2		55	[7] 30	12	5
50	Do	10 1/3	8 1/3		60	50		
51	Do	10	8 1/2		58 1/2	60		
52	Wisconsin	10	9		[9] 59	60		
		10	5		[3] 55			
53	Do	9 1/2	7 1/2		55	30	18	12
54	Do	10	9		[9] 59	60		
55	North Carolina	10 1/4	8 1/2		59 3/4	60	18	2
56	Do	10 1/6	8 1/6		59	60		
57	Do	10 1/4	8 1/4		60	45		
58	Georgia	10 1/2	5 5/12		60	30		
59	Do	11	5 2/3		[10] 60 2/3	35		
		10 1/4	5		[11] 56 2/3	30		
60	Do	10 1/3	6 1/3		[12] 59			
		10 1/2	17 1/2		[13] 70	30		
		13		5 1/2	[14] 70 1/2			
61	Do	11 1/4	6		62 1/2	45		
62	Do	10 2/3	5 1/3		59 1/2	45		
63	Do	10 3/4	6 3/4		60 1/2	60		
64	Do	10 1/4	7 1/4		59	60		
65	Louisiana	10 1/2	7 1/2		60	30		

[1] Special permit from factory inspector for shortening lunch period.
[2] Permit for shortening lunch period not reported.
[3] Applies to employees under 16.
[4] Applies to only 60 males out of the total of 402 employees.
[5] Applies to 40 males doing night work.
[6] On account of depression in business this plant has not operated on Saturday during past year.
[7] No permit on file.
[8] Several women and children reported more than 60 hours worked in one week.
[9] Four hours less on Saturday from May to September, inclusive.
[10] Yarn department.
[11] Knitting department.
[12] Day force, not including 12 children under 16 (sex not reported), working in the mill before and after school about 4 hours per day.
[13] Four day hands, males over 16 work 11 hours overtime every Saturday.
[14] Applies to 5 males doing night work.

EARNINGS.

Table VI shows in detail the earnings during a specific week of the 13,101 employees for whom the information was secured. As usual the distribution of the sexes between the several earnings groups

differs widely, the female workers being numerous in the groups with low earnings and the males in those with high earnings. This difference develops to a marked extent with age. Among those under 16 both sexes show very nearly the same proportions in each earnings group, while among those aged 16 and 17 the differences are comparatively slight. From 18 onward the discrepancy is marked and increases with each age group. Taking the workers as a whole, nearly six-tenths of the males as against nearly nine-tenths of the females received under $10 a week, while about two-fifths of the males and nearly three-fourths of the females earned less than $8.

Of the girls under 16 more than one-half earned less than $4 a week, and only 12.87 per cent earned $6 or over. These earnings, however, are not as significant as those of the older workers, since a girl under 16 can hardly expect to earn enough to secure even a scanty living. Among those who are 18 or over, on the other hand, the expectation of wages might reasonably be very different. Of those aged 18 and upward, almost one-third, 31.7 per cent, earned under $6; 32.4 per cent earned $6 but did not reach $8; one-fifth, 20.5 per cent, earned as much as $8 but under $10; while about one-sixth, 15.4 per cent, earned $10 or over.

Earnings varied widely from State to State. The proportion of women aged 18 years and over in several earnings groups was, for each State in which at least 100 such workers were studied, as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—HOSIERY AND KNIT GOODS.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
Massachusetts	468	13.7	25.6	56.0	18.0
Rhode Island	488	12.1	24.4	71.5	11.3
Connecticut	457	11.2	22.9	57.3	13.1
New York	1,039	8.1	16.4	37.6	40.7
New Jersey	234	19.2	54.7	88.0	2.1
Pennsylvania	1,315	19.7	34.7	74.9	5.2
Ohio	637	20.2	35.1	62.2	16.3
Illinois	485	21.9	38.8	71.1	11.3
Indiana	653	19.9	34.3	73.0	5.2
Michigan	342	28.1	50.3	85.9	2.9
Wisconsin	660	8.8	17.6	40.5	28.9
Georgia	276	33.3	55.8	80.4	9.4

The variations shown here can not be explained from the data at hand. An examination of the reports on the separate factories visited leads to the conclusion that for women at least there is no general standard of wages in the industry, but that they vary according to the policy of the particular factory, the quality of the goods produced, the abundance of the labor supply, and a number of other factors beyond the control of the worker.

SUMMARY.

The manufacture of hosiery and knit goods employs large numbers of women and children, usually at light occupations, requiring speed and dexterity rather than training. It is to a large extent a machine industry, and for female workers is usually clean and free from markedly disagreeable features. Women and girls are rarely employed in dusty or dangerous occupations, and their work seldom involves heavy lifting or straining. On the other hand, many of their occupations require them to stand all day long, sometimes with very little opportunity for moving about or changing their posture. The conditions under which they work vary so widely from factory to factory that no general statement respecting them is possible.

Racially Americans predominate, and there is only a small representation, relatively, of the newer immigrants. There is little or no competition between the sexes, and no complaint was heard that women were taking men's places. For the most part the workers, both men and women, were unorganized. The wage level for women was low, but the work was not seasonal and was fairly steady.

JEWELRY.

ESTABLISHMENTS COVERED, AND MEN, WOMEN, AND CHILDREN EMPLOYED.

This manufacture was included because although not one of the great woman and child employing industries it yet employs many women and some children, and because in certain localities it is almost the only avenue of employment for these classes. The following table shows the number of establishments visited and the number by age and sex groups of their employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—JEWELRY.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Rhode Island	136	102	4	4	8	246
2	Do	45	26	4	4	8	79
3	Do	50	9	.....	.....	.....	59
4	Do	12	28	.....	5	5	45
5	Do	142	59	2	5	7	208
	Total	385	224	10	18	28	637

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN FIVE JEWELRY FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	385	60.4
Females	224	35.2
Under 16 years:		
Males	10	1.6
Females	18	2.8
Total	637	100.0

CHARACTER OF THE INDUSTRY.

Since 1880 the manufacture of jewelry has shown a continuous growth which was especially marked and rapid between 1890 and 1900. In the 25 years which elapsed between the taking of the census of 1880 and that of 1905, the number of employees increased by 73.9 per cent and the value of the product by 139.7 per cent. The following table shows the changes in some features of the industry during that time:

NUMBER OF ESTABLISHMENTS, EMPLOYEES OF EACH CLASS, AND VALUE OF PRODUCT, 1880 TO 1905—JEWELRY.

[From Special Reports of the Census Office, Manufactures, 1905, Part I, p. 11.]

Year.	Number of establishments.	Average number of employees.			Value of product.
		Males 16 years or over.	Females 16 years or over.	Children under 16 years.	
1880	739	10,050	1,998	649	$22,201,621
1890	783	10,696	2,968	216	34,761,458
1900	851	13,771	6,306	391	46,128,659
1905	1,023	15,845	5,785	450	53,225,681

During the 25 years covered it appears that the proportion of women in the industry has increased from 15.7 per cent to 26.2 per cent, while the proportion of children has fallen from 5.1 to 2.0 per cent, and of men from 79.2 to 71.8 per cent.

To a large extent the industry is localized in the States of Massachusetts, Rhode Island, New Jersey, and New York. In 1905 these four States employed 86.8 per cent of the average number of wage earners in the whole industry, and turned out 86.7 per cent of the total value of products. Rhode Island led the other States both in the number of employees and in the value of products.[1]

The five establishments visited in the course of this inquiry were all located in Providence, R. I. The articles made varied considerably. One establishment manufactured solid gold brooches, ear drops, scarfpins, and link buttons; a second turned out only rolled

[1] See Special Reports of the Census Office, Manufactures, 1905, Part I, pp. 276, 277.

gold lockets; a third manufactured solid, rolled, and plated pins and chains, while the fourth and fifth made brass brooches and pins.

These five establishments only partially represented conditions under which jewelry is produced, as they were all located in premises specially constructed to meet the needs of the industry and were equipped for the most part with modern safeguarded machinery and appliances. Other factories in the same city were located in older buildings equipped with the more primitive machinery in use during the earlier days of the manufacture of cheap jewelry. In these young girls were said to be employed at low wages, but such establishments refused to admit the agents engaged in the investigation. The data presented in the following pages represent, therefore, not conditions prevailing in the industry generally, but those existing in five establishments, all of rather high grade, and all located in a single city.

REGULARITY OF THE WORK.

The output of the five establishments inspected is fairly even throughout the year except in the fall, when there is a larger demand to supply the holiday trade. This is met partly by overtime and partly by greater intensity of work.

CHARACTER OF THE WORK.

The employees represented all degrees of skill in labor, as all the occupations of melting, rolling, plating, annealing, die cutting, coloring, polishing, engraving, stone setting, chain making, and enameling were carried on. The greater part of the work involved the use of machinery, though a few hand occupations were carried on by women.

Most of the work done by women and girls was light and cleanly in character. In general they were seated and their work required no straining and no injurious posture.

The presses used in these establishments were light and so guarded that the risk of accident was reduced to a minimum. The characteristic danger of the industry, as seen in these plants, lay in the fumes arising during the coloring process and the dust from the polishing and buffing wheels. Hoods and exhaust systems can practically do away with both of these dangers. In one of the factories visited the arrangements in the coloring department for carrying off injurious fumes were not adequate; elsewhere, however, there was no ground for complaint on this score.

GENERAL SANITARY CONDITIONS.

In the main the conditions under which women and children worked in these establishments were good. In four of the five establishments the workrooms were clean and well lighted, toilet accom-

modations were sufficient and well kept, and the welfare of the worker seemed to be kept in mind. In the fifth, conditions were much less satisfactory. There were under 40 women employed here, however, so that the lack of cleanliness and suitable privacy did not affect a large number. There was a general failure to provide wash rooms or dressing rooms. The latter omission was less serious, since the nature of the work did not make it necessary for women to wear special clothes. Sinks in the workroom were the usual provision for washing. Soap was furnished by the management, but in only one factory were towels so provided.

OCCUPATIONS WITHIN THE INDUSTRY.

The particular occupations followed by women vary according to the product of an establishment. In the five factories visited women were found competing with men at locket making, burnishing, stamping, inspecting, stone setting, general bench work, press operating, and as colorers' helpers, while the following occupations were filled exclusively by women: Enameling, chain making, curbing, carding, and finishing.

Most of these occupations require no description. Stamping and presswork involve practically the same operations. The stampers cut out blanks of the form desired and the press operators press these into shape for lockets, etc., both using ordinary foot or power presses. Locket makers solder together the joints and top pieces of lockets, while the other parts are soldered in by bench hands. Burnishing is done by both men and women at burnishing wheels. Stone setting is done by hand, the locket or other article being held firmly in wooden chucks and the stones inserted in holes previously prepared by a driller. Ornaments which are to be enameled are charged by enamelers' helpers who use hand appliers, after which the enameler heats the article at an enameler's oven, handling it with tongs. In the establishments visited the chain making was done by an automatic machine, which, being fed with wire of the desired size, formed and joined the links. At this stage the chain was passed to the women known as chain makers, who soldered the links and finished the chain ready for carding. If the links were to be twisted, this was done on a curbing machine.

Inspecting consisted of looking over the work at various stages to see that no defective or imperfect articles should be turned out. Painting, which was done by hand, was used only as a decoration for lockets. Carding, which was not done in two of the establishments, consisted of sewing or otherwise attaching small pieces of jewelry to cards ready for packing.

THE LABOR FORCE.

The table already given (page 213) shows the number and sex of the employees in each of the five establishments visited. The relative number of female workers varies considerably, their proportion ranging from 15.3 per cent in establishment No. 3 to 73.3 per cent in establishment No. 4. Children were not numerously employed, the proportion they formed of the working force ranging from none at all in factory No. 3 and 3.2 per cent in factory No. 1 to 11.1 per cent in factory No. 4.

AGE OF EMPLOYEES.

Table I shows by States the ages of the 291 male and 183 female employees for whom data on this point were obtained. The age level of the female workers is lower than that of the males, but the difference is not as marked as in many of the industries considered. The proportion of each sex in the leading age divisions is as follows:

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—JEWELRY.

Age group.	Males.	Females.
Under 16 years	3.44	9.83
16 and 17 years	15.12	19.68
18 and 19 years	13.40	16.39
20 to 24 years	25.78	28.96
25 years or over	42.26	25.14

While the number of workers under 16 is relatively much greater among the females than among the males, the difference in the succeeding age groups is not striking. Among the males the age distribution does not differ materially from that in other industries which do not involve heavy or highly skilled work. Among the females, on the contrary, the lower age groups are not as important relatively as in many of the industries in which they are engaged in light occupations which can be acquired without long training. Whether this is characteristic of the industry is very doubtful, since the establishments in which it was reported that young girls were numerously engaged refused to give any information or to permit inspection. All that can be said of this age grouping is that it prevailed in the factories visited.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 481 employees for whom information on these points was gained. Considering the group as a whole, the Americans are the dominant race, constituting very nearly one-third; then come the Hebrews of various nationalities, who form 12.68 per cent, the Italians with 12.06 per cent, and the Irish with 11.64 per cent.

Among the female workers the race distribution is somewhat different. The Americans are still the leading race, furnishing 30 per cent of the total, but the Irish with 16.3 per cent have moved up to second place, the Hebrews come third with 15.3 per cent, the English with 7. 9 per cent stand fourth, and the Italians form only 6.3 per cent.

CONJUGAL CONDITION.

Table IV shows by age the conjugal condition of the 291 male and 183 female workers for whom these facts were learned. The difference between the sexes in this respect was pronounced, 93.99 per cent of the female workers being single as compared with 63.57 per cent of the males. This disparity is greater than could be accounted for by the difference in age grouping.

The various races show considerable difference in regard to the proportion who had been married, but the numbers involved are so small that no significance can be attached to these variations.

HOURS OF LABOR.

The following table shows the daily and weekly hours for each establishment, with the extent and duration of overtime, when any was worked. With the exception of 35 chain makers in one establishment who worked only a 44-hour week, a 10-hour day, usually with some reduction of hours on Saturday, was the rule. In four of the establishments overtime was worked, the overtime period varying from what was equivalent to two weeks in establishment No. 3 to the equivalent of 10 weeks in establishment No. 4. The amount of overtime varied from 2½ hours to 15 hours per week. This meant weekly hours, during the overtime period, of from 62½ up to 74 hours. In the factory in which 10 weeks of overtime were reported, the weekly hours, according to the employer's statement, averaged 69 during this period.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—JEWELRY.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Rhode Island	8 10	4 5	.....	[1] 44 55	60	20	15
2	Do	10	10	.....	60	60	50	2½
3	Do	10	9	.....	59	60	12	15
4	Do	10	9	.....	59	60	60	10
5	Do	10	5	.....	55	60	.....	.....

[1] Applies to 35 females over 16 who solder chain links.

EARNINGS.

Table VI shows the earnings during a specified week of the 441 employees for whom details on this point were gained. As usual, there was a marked difference in the earnings of the sexes, 52.32 per cent of the male as against 9.84 per cent of the female workers having earned $10 or over, and more than three-fifths of the males as against less than one-fourth of the females having earned $8 or over.

Considering the women alone, a larger proportion is found among those earning comparatively good wages than was the case in many of the industries considered. Only a trifle over one-eighth of their number were found in the group earning less than $4, while more than one-half made $6 or more during the week in question.

The effect of age in increasing earnings is evident in this industry. Of the girls under 16 none earned as much as $8, while of those aged 21 to 24 years nearly half, 45.24 per cent, reached this sum, and practically one-fifth made $10 or more. None of the girls under 20 reached this latter figure.

SUMMARY.

As seen in this inquiry the manufacture of jewelry is an industry employing a considerable number of women and children at operations which for the most part require no great physical strength. Comparatively little of the work done by them could be called skilled. It involved but little risk of accident, but in some occupations the workers were exposed to injurious fumes.

In the main the surroundings in which women and children were found at work were clean and not unhealthful. Both sexes were found in a number of occupations, but no complaints were heard that women were driving men out or were forcing their way into new occupations. Americans were the leading race, but other races were very generally represented. Hours were long and overtime frequent. The earnings of the female workers were comparatively good, more than one-half having made $6 or more during the week studied.

NEEDLES AND PINS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

According to the census of 1905 the manufacture of pins, needles, and hooks and eyes in the United States employed an average number of 3,965 wage earners, of whom something over one-half were women or children.[1] The relatively large proportion of these two classes

[1] Special Reports of the Census Office, Manufactures, 1905, Part III, p. 215. Women form 46.9 per cent and children under 16 form 6.1 per cent of the average number of wage earners.

seemed to justify the inclusion of the industry in this investigation. The following table shows the number of men, women, and children employed in the factories visited:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—NEEDLES AND PINS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Connecticut	378	305	24	42	66	749
2	Do	57	86	.....	11	11	154
3	Do	359	181	4	12	16	556
	Total	794	572	28	65	93	1,459

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 3 NEEDLE AND PIN FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	794	54.4
Females	572	39.2
Under 16 years:		
Males	28	1.9
Females	65	4.5
Total	1,459	100.0

CHARACTER OF THE INDUSTRY.

Although different processes are involved in making pins and needles, the latter requiring many more operations than the former, the two are frequently made in the same establishment and are grouped together as one product in census and other industrial reports. The successful manufacture of pins in the United States dates back to 1836, when a pin factory was established at Birmingham, Conn. The making of needles was not successfully undertaken here until after 1852, when needles for machine work became a product of importance. At the present time pins of every description are made in the United States, but needles for ordinary hand sewing are still imported, only machine needles being manufactured here. The later, however, are made in great variety.

Since 1860 the industry has shown a steady growth, although since 1890 there has been a decrease in the number of establishments. Between 1890 and 1905, while the number of establishments sank from 55 to 46, the average number of employees more than doubled, and the value of the product rose from $2,109,469 to $4,750,589. During the last five years of this period the growth was especially rapid, the number of men wage earners increasing by 36.7 per cent, while the women increased by 62 per cent and children under 16 years of age by 69.9 per cent.

To a considerable extent the industry is concentrated in Connecticut. In 1905, of the 46 establishments in the United States 13 were in Connecticut, and they turned out 64.4 per cent of the total value of products. Of the total wage earners in the industry 58.6 per cent were in this State.

CHARACTER OF THE WORK.

The industry is not seasonal. There is little variation in the demand for needles and pins the year around, and if accidental causes should lead to a temporary falling off of orders, the product is not bulky and can be easily stored, so that work goes on with reasonable steadiness throughout the year.

To a large extent this is a machine industry, though some light hand operations are found in it. The degree of skill required varies widely with the different operations. Few of those performed by women demand a very high degree of skill, but dexterity is generally needed, and there are few of the excessively monotonous occupations so common in women's work.

The work is clean and in the establishments visited had no injurious features. The operations of grinding, buffing, and polishing produce dust, but this can be removed without exposing the worker to injury by a system of hoods, exhaust pipes, and fans. Presses were in use, but were well guarded. No strained or injurious attitudes were necessary, and in most of the occupations followed by women there was opportunity for frequent change of position.

COMPETITION BETWEEN THE SEXES.

In making pins there is a distinct line of demarcation between the sexes, a given operation being taken by one or the other exclusively, packing being the only occupation at which both men and women worked. In making needles the division is far less definite, 9 out of some 30 operations being performed by males only, 11 by females, and the rest by both sexes.

The figures already quoted from the census show that the number of women in the industry is increasing more rapidly than the number of men. Whether this means that women are encroaching upon occupations hitherto held by men or whether improvements in machinery are creating a larger demand for workers who need not possess a high degree of either skill or strength is a question to which the data gathered in this investigation afforded no answer. No complaint was heard that women were underbidding men or driving them out of the industry.

GENERAL SANITARY CONDITIONS.

In the three establishments visited, working conditions were good. The workrooms were clean, well lighted, and well ventilated, sanitary accommodations were adequate and well kept, and in general the surroundings were safe and sanitary.

OCCUPATIONS WITHIN THE INDUSTRY.

These differ somewhat, not only according to whether pins or needles are being made, but according to the particular kind of either which is manufactured. The establishments visited produced not only the ordinary pins used by every family, but also bank pins, pyramid pins for office use, hairpins, safety pins, hooks and eyes, and paper clips. They turned out all kinds of sewing and knitting machine needles, and, in addition, manufactured shuttles for sewing machines.

In the manufacture of pins, women and children were found engaged in the following occupations:

Sticking.
Folding.
Packing.
Wrapping.
Separating.
Gilding.
Pyramid sticking.
Pyramid rolling.
Boxing.
Stamping.
Weighing.
Inspecting.
Rolling hairpins.

In making pins, the wire of which they are to be made is first straightened by a machine and then fed automatically into a pin machine, where the pins are headed, cut to proper length, and the points ground, after which the pins are dropped into a receptacle under the machine. Then they are put into tumbling barrels with a quantity of sawdust, and the barrels are revolved until the friction of the sawdust has thoroughly cleaned the pins, when they are passed through a fanning machine, which removes all the dust, and go to the whitener, by whom they are plated with tin, after which they are again cleaned in the tumbling barrels.

Up to this point the work has been done wholly by men, but after the second cleaning the pins are sent to the sticking department, where the work is in the hands of women and children.

STICKING.

Sticking, or placing the pins in the papers in which they are sold, is done by machinery. There are several kinds of machines for this, but the one most generally used is a rather complex automatic device which crimps the paper fed into it from a roll on the back, allows the proper space between each crimp, and also provides an extra space between each paper of pins as well as in what is to be the middle of the folded paper, arranges the pins, which are fed into a small hopper at the top of the machine, in horizontal rows with their heads all in one direction, carries these rows up to the crimped paper, and drives them, points first, into the crimp already formed. These machines are tended by women and girls, who sit at their work.

FOLDING AND PACKING.

The long strips of paper from the sticking machine come to the folders, who cut them into proper lengths for a paper of pins, then fold each paper and place it in a box, packing a dozen papers in each box. The worker stands while cutting the papers apart, but sits while folding and packing. The work is light and presents no objectionable features.

WRAPPING.

Some of the cheap pins, instead of being placed in boxes after the papers have been folded, are wrapped in packages of one dozen papers each. This is done by women, who are seated at their work.

SEPARATING.

In the handling of the loose pins before they are stuck into papers, many are dropped on the floor, where the iron and brass pins are mixed and many of them are bent and rendered unfit for use. They are all swept up together and put into a machine which passes over a magnetic wheel. This holds the iron pins, while the brass ones drop off into a receptacle behind the wheel. In front of the wheel a brush is placed. As the wheel revolves it brings the iron pins against this and they are brushed off into a box placed ready to receive them. They are next passed through another machine, which separates the bent from the straight pins. These machines are tended by women, who usually do other general work in addition, as the machines require very little attention.

GILDING.

For the best grades of pins the edges of the paper are gilded. The papers are cut to length, placed in a hand frame in packages, and pressed tightly together by means of screws. The edges are then sandpapered, sized with flour paste, and rubbed dry, after which a coating composed of whites of eggs and water is applied, and the gold leaf is laid on while this is wet. In the establishments visited, this work was done by boys who did other general work as well and were paid on a time basis.

PYRAMID STICKING.

This, which consists of sticking the pins for the small pyramids often seen, is done, like ordinary sticking, on an automatic machine. The main difference in the two operations is that in pyramid sticking the crimp is made longitudinally instead of transversely, so that the pins are stuck at right angles to the length of the paper. The pyramid sticking machine is attended by women, who sit at their work and are subjected to no danger or strain.

ROLLING.

The strips of pins as they come from the pyramid sticking machine are inserted in a small machine in which they are made into rolls of the proper size to fit the round boxes in which the pyramids are to be placed. The work is light and the machine has no dangerous features. The operator sits at her work.

BOXING AND STAMPING.

Taking the rolls as they come from the machine, the boxer places each in a small round box and passes it to the stamper, who, by means of a hand stamp with a pyramidal hollow in it, presses each roll into the form of a pyramid.

WEIGHING.

Bank pins are weighed into one-quarter and one-half pound packages by a woman, who sits at a table and uses a small pair of scales.

INSPECTING.

At various stages the work is inspected by women, who see that no imperfect or faulty pins go through.

ROLLING HAIRPINS.

Hairpins are made on automatic machines tended by men and are then blackened by men, who roll them in a tumbling barrel with turpentine and Japan and then bake them in a moderately hot oven for 10 to 20 minutes, when they come out a glossy black. They are then taken by women, who put them up by hand in the various packages in which they are sold. This is known as rolling. It is light work, which requires no description.

SAFETY-PIN MAKING.

Safety pins are made entirely by men, or rather by machines attended by men. When made they are sent out from the factory to be stuck into papers by home workers.

SPECIAL OCCUPATIONS IN NEEDLE MAKING.

In the factories visited the manufacture of needles was a far more complex process than that of making pins, and the work had been far more subdivided. Each needle passed through from 20 to 30 pairs of hands, the precise number depending partly on the kind of needle, and partly on the extent to which automatic machines combining several operations were used. In a number of these operations, men, women, and children alike were employed; six were performed exclusively by men, and eight exclusively by women, though

in several of these latter there seemed no reason beyond the custom of the establishment why children should not also be employed.

Following is a list of the occupations found in the making of needles, showing for each occupation whether it is performed by men, women, boys, girls, or children without distinction of sex:

Cutting (men).
Packing blanks (boys).
Swaging (men, boys).
Clipping and stamping (women, children).
Centering (women, children).
Butting or coning (women, girls).
Pointing: By hand (men); by machine (men, women, children).
Grooving (men, women).
Burring (men, women).
Tempering (men).
Washing (men).
Polishing (men, boys).
Threader-on (women, girls).
Eye polishing (women).
Straightening (men, women, boys).
Repointing (men, women).
Buffing (men).
Truing-up (men, women, children).
Bending (men).
Drilling (men, women).
Hook bending (women).
Latching (women).
Riveting (women).
Auto latching (men, women).
Trimming (women).
Grinding (women, girls).
Inspecting (men, women, girls).
Weighing (women).
Packing (women).
Labeling (women).

Not every needle requires all these operations, drilling, hook bending, latcheting, and riveting, for instance, being necessary only for needles intended for use in knitting machines, and bending being confined to curved needles for sewing machines. Most of the operations are very simple. The wire, which in these factories was purchased ready for use, was straightened in an automatic machine tended by men, which also cut the straightened wire into proper needle lengths. In this process one end of the wire is cut straight across, while the other is cut sloping. A boy, called a packer, places the cut pieces together with the straight ends all in the same direction, and from him they go to the swagers, who are men and boys. They place the blanks in the swaging machines, which shape and reduce the lower part of the needles, leaving the shank untouched.

CLIPPING, STAMPING, AND CENTERING.

The needles now go to women and girls, who pass them through the clipping and stamping machines. These clip off any superfluous length, and at the same time stamp the name upon the shank. If knitting-machine needles are being made, the point where the rivet is to be inserted is marked upon each needle, this last operation being known as centering.

The operators of these machines sit at their work and seem to be subjected to no strain or risk of any kind. Payment is by the piece, so that there is strong incentive to work rapidly.

BUTTING OR CONING.

The tops of the shanks are next shaped on a butting machine by women and girls. They are paid on a time basis.

POINTING.

The points of the needles are next shaped on emery wheels. This is sometimes done by hand, in which case men are always employed; and sometimes by machine, in which case women and children alike work at it. The hand operation demands considerable skill, but when machines are used the operator has little to do beyond feeding in the needles in proper position and watching that nothing goes wrong with the machine. The machines are provided with hoods and an exhaust system carries off the dust produced by the grinding.

GROOVING.

In the case of sewing-machine needles, a groove is made along one side, in which the thread may lie, thus avoiding the friction which would otherwise be caused by its passage through the goods. In needles for knitting machines, a groove must be made for the insertion of the latch.

These operations are performed on grooving machines, several of which can be attended by one operator. The machines are well guarded, and the operators seem to be subjected neither to risk nor to strain. Their duties are to see that the machine is supplied with material and that all the parts are running properly. If anything goes wrong they are expected to stop the machine and make whatever adjustment is required while it is at rest. They stand while at work.

BURRING.

Several of the operations, such as grooving, milling, and drilling, leave a rough edge or burr on the needle. This is removed by a burring machine or an emery wheel, the operation being performed by both men and women. The machines are guarded and the metal and emery dust is removed by an exhaust system.

At this point in the development of the knitting-machine needles and at the proper stage of each of the other kinds, they are tempered, this being done by men who use a gas furnace and work in a dark room. This is one of the most highly skilled operations in the whole manufacture, as the value of a needle depends mainly upon its temper. The needles are next washed in a hot solution of soda and are then polished by means of revolving brushes, wheels, belts, and tumbling barrels. These two operations are performed mainly by men, a few boys being employed in polishing.

THREADING-ON.

The sewing-machine needles next go back to women and girls, who pass a polishing thread through the eye. This is handwork, at which the workers are seated. Its monotony is its most conspicuous feature, though the effect on the workers' eyes of steadily threading needles all day long deserves consideration. The workers are paid on a piece-rate basis.

EYE POLISHING.

This operation is used for sewing-machine needles only, and is effected by passing the needles back and forth on the thread upon which they were placed by the threaders-on. This work is done by women, who use a machine which seems to have no dangerous points.

STRAIGHTENING.

This is handwork which is generally done by men, but women and boys were found working at it. The operatives sit at benches and use hammers and blocks, or stakes. A good eye is necessary for this work, and also the ability to see quickly where and in what direction the needle is not straight. The work is light and the only possible strain is that upon the eyes. In the establishments visited these operatives all worked in a good light.

REPOINTING.

This operation, which is also known as finishing points, is done by means of fine emery belts. The operatives sit at their work, and hold the needles by means of a contrivance made for the purpose, against the moving belt, shifting and turning them until the point is perfect. The work demands close application and considerable skill, but involves no physical strain and no risk of any kind.

The needles are next buffed on soft wheels made of felt or cotton, to remove the lines and traces left by the polishing and repointing processes. This is done by men, and the needles are passed on to the truers.

TRUING-UP.

This operation consists of putting each part of the needle in perfect alignment with the rest. It is handwork done by men, women, and children, who work seated. The degree of skill required varies according to the kind of needle. Knitting-machine needles require the least skill, and they are trued entirely by women and girls, while the hook needles, which require the most skill, are trued only by adults of both sexes.

In knitting-machine needles holes are drilled for inserting the latch rivets and the hook is bent, these two operations being done on

machines tended by women. Women then assemble the parts of the needle, inserting the latch and rivet in their proper places, and pass the needles on to other women and girls, who put them through the riveting machines. Sometimes these four operations are all performed by one machine, known as the automatic latcher. In either case the worker is exposed to no strain or danger. If any latches have been broken in the process or are discovered to be imperfect, they are sent to the trimmer, a woman, who grinds them into shape on an emery wheel. The perfect ones go at once to the grinders, women and girls, who grind off on emery belts any surplus stock remaining on the heads of the rivets and render them perfectly smooth, after which they go to the inspectors.

INSPECTING.

This is done by women and girls, who are responsible for seeing that no imperfect product is sent out. The work is light and is performed under sanitary conditions.

WEIGHING, PACKING, AND LABELING.

Weighing is done at different times in the progress of manufacturing and for different purposes. At certain stages the product is weighed for the purpose of determining how much of the material is going into scrap or waste, and at the end the finished product is weighed to determine the quantity for a given package or consignment. Packing and labeling are light hand occupations which need no comment.

THE LABOR FORCE.

The table already given (p. 220) shows the proportion adults and children of each sex form of the workers in the establishments visited. Women and children were not so numerous, relatively, in these factories as, according to the census figures already quoted, they are in the industry generally, females over 16 years of age forming only 39.2 per cent and children under 16 years of age only 6.4 per cent of their wage earners. The proportion which women over 16 form of the working force varies from 32.6 per cent in establishment No. 3 to 55.8 per cent in establishment No. 2. The corresponding percentages for children under 16 are 2.9 in establishment No. 3 and 8.8 in establishment No. 1.

AGE OF EMPLOYEES.

Table I shows the distribution by age and sex of the 1,429 wage earners for whom these facts were gathered. There is a very marked and striking difference in the age distribution of the sexes, the females being proportionately far more numerous than the males in the lower

age groups and correspondingly less numerous in the higher. No workers of either sex were found under 14, but one-tenth of the females as compared with less than one twenty-fifth (3.73 per cent) of the males were under 16, and the females continue to lead up to the age of 23, after which the males become proportionately more numerous. The following summary shows the proportion of each sex in certain age groups:

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—NEEDLES AND PINS.

Age group.	Males.	Females.
Under 16 years	3.73	10.09
16 and 17 years	5.59	21.16
18 and 19 years	8.57	18.27
20 to 24 years	18.64	29.97
25 years and over	63.47	20.51

It will be noticed that while the age level of the female employees is low, that of the male employees is unusually high, more than three-fifths of their number having reached or passed 25 years of age.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 1,427 workers for whom these figures were obtained. Americans were the most numerous group, forming 28.10 per cent of the whole, the Irish came next with 19.62 per cent, the Italians and Germans were almost equally represented, each forming not far from one-eighth of the whole, and no other race constituting as much as one-twelfth of the total.

Among the female workers, the Americans are slightly less numerous than in the total group, the Irish are distinctly more numerous, the Germans slightly so, while the Italians form only 9.0 per cent instead of the 11.78 per cent which they constituted of the total group. As only three establishments were studied, however, these figures may have no significance beyond indicating the character of the local labor supply.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal condition of the 1,428 wage earners for whom these facts were ascertained. Of the male, 44.6 per cent, as against 86.36 per cent of the female workers were single, a difference which might easily be due to the great difference in the age level of the sexes. Early marriages did not seem common, only 2 of the 144 males and 6 of the 308 females under 20 years of age being married.

Among the female workers the four leading races vary rather slightly in the proportion of single workers. Among the Irish 89.7

per cent were unmarried, the Germans came next with 88.0 per cent, followed by the Italians and the Americans with 83.9 per cent each.[1]

HOURS OF LABOR.

The following table shows the daily and weekly working hours, with the time allowed for lunch. The hours were long, in only one of the three factories falling below 10 a day and 60 a week. Some reduction was made on Saturday, this reduction being in force in two factories through the three summer months only, while in the third it prevails throughout the year. On the other hand, no overtime was reported in any of the factories.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—NEEDLES AND PINS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Connecticut	10	10	.....	[1] 60	60	.....	.....
2	Do	10	9½	.....	[2] 59½	45	.....	.....
		9	8½	.....	[3] 53½		.....	.....
3	Do	10	10	.....	[1] 60	30	.....	.....

[1] Except in one department where the men work night or day shift, 12 hours per day, 72 hours per week, time for lunch irregular. Establishment operates 55 hours per week during June, July, and August.
[2] Males.
[3] Females.

EARNINGS.

Table VI shows the earnings by sex and age of 1,417 employees during a given week. The difference in the earning capacity of the sexes is very marked, and, contrary to the situation in many industries, appears among the most youthful as well as among the older workers. Only three of the 30 boys under 16 years of age earned less than $4 during the week studied, while 22 of the 63 girls in the same age group made less than this amount, and for 12 of them earnings fell below $3. In the higher age groups the discrepancy is even greater. Less than one-third of the female workers earned $8 or over, while more than four-fifths of the males reached these earnings. Approximately 70 per cent of the males against 2 per cent of the females made $10 or over.

Considering the women alone, this seems to be an industry of moderate earnings. Practically two-thirds of their number earned $6 or more during the week under consideration, while among those aged 18 years or over 72.9 per cent earned this amount, and in the group aged 21 to 24 years nearly half, 48.06 per cent, made $8 or more. On

[1] These percents are computed from figures shown in Table V.

the other hand the earnings of only 13 of the whole 620 reached as much as $10. The steadiness of the work and its nonseasonal nature must of course be borne in mind in considering the significance of these figures.

SUMMARY.

The manufacture of pins and needles, while not one of the great woman and child employing industries of the country, still draws a large proportion of its workers from these two groups. The work is nonseasonal and reasonably steady. It consists largely of machine operations, with some handwork. The operations performed by women and children are light and for the most part clean, presenting no dangerous features. There seemed little competition between the sexes. The number of women in the industry is increasing more rapidly than the number of men, but this seems to be due to the creation, by improved machinery, of new occupations which are filled by women and girls rather than to any displacement of men by women.

As far as women are concerned, it is an industry of young workers, only one-fifth of the female workers studied having reached 25. Americans and Irish were the leading races, and the newer immigrants were not numerously represented. Earnings were good for males, and moderate for females, about two-thirds of the latter earning $6 or more a week. Very few, however, got as high as $10.

NUTS, BOLTS, AND SCREWS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

This industry presents a striking instance of women employed at work which, owing to its nature and to the conditions under which it is carried on, is usually considered suitable only for men. On this account it seemed to deserve attention, although it is not one of the large employers of woman and child labor. No attempt was made to take a census of the industry and discover how many women and children were employed by it. The purpose was merely to discover what women and children do in the industry, under what conditions they work, what their earnings are, and what prospects of advancement the industry offers them. With this end in view, six factories in two States were visited and data collected concerning the workers. The following table shows the location of the factories and the grouping of the employees by sex and age.

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—NUTS, BOLTS, AND SCREWS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Pennsylvania	273	215	36	63	99	587
2	Do	356	24	9	11	20	400
3	Ohio	400	132	.....	.....	.....	532
4	Do	500	21	.....	2	2	523
5	Do	300	177	3	6	9	486
6	Do	75	13	.....	.....	.....	88
	Total	1,904	582	48	82	130	2,616

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 6 NUT AND BOLT FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	1,904	72.8
Females	582	22.2
Under 16 years:		
Males	48	1.8
Females	82	3.1
Total	2,616	100.0

CHARACTER OF THE INDUSTRY.

No information is available either as to the importance of the industry or as to the extent to which women are engaged in it. Naturally the making of nuts and bolts is apt to be carried on in the centers of iron and steel manufactures, to which large numbers of foreign workers have been attracted by the major industries. As seen in this investigation the work is not liked by American women, who form only a very small proportion of the females employed in it. But there seems no reason to doubt that wherever nuts and bolts are made and foreign women, especially of the newer immigration, are available they will be found in the factories.

COMPETITION BETWEEN THE SEXES.

The division of work between sexes differed decidedly in the two States. In each the preliminary processes, such as rolling the metal into bars, cutting the bars into rods of the right size for the bolts desired, and heating the rods and passing them through the machine which forms the heads, are done by men. From this point on the differences appear. In Pennsylvania men and women alike are employed on many operations which in Ohio are in the hands of only one sex, while for operations which in both States were performed by one sex alone the custom differed as to which sex should have charge. Thus in Pennsylvania males were found employed as saw tenders,

watching and keeping in good working order the saws which cut off the defective parts of bolts spoiled in the making. In Ohio this work was done only by women. The work was light, unskilled, and much cleaner than that connected with many of the machines, so that the agents making the inspection noted it as an occupation which "appears to be adapted to the employment of females."

It is difficult, however, to speak with any certainty of the division of work between the sexes, since it varies so much in different plants. Of three bolt, nut, and screw factories visited in Pennsylvania one employed no women, the manager stating emphatically that he did not consider such work suitable for them, while the other two employed women numerously in all the lighter, unskilled work. In Ohio all four of the factories visited employed women, but in one they did nothing beyond sorting and packing the finished product; in a second, besides sorting and packing, they operated a few light machines; and in the other two they were numerously employed in machine work as well as in the few hand operations required.

CHARACTER OF THE WORK.

As far as women are concerned, this is mainly a machine industry. There are a few occupations, such as screwing nuts on bolts by hand, sorting, packing, and labeling the product, which are independent of machinery, but the majority of the women workers are attendants on machines which cut the thread on nuts and bolts, or point the bolts, or drill holes in washers, or dress off the rough bolts and nuts.

REGULARITY OF THE WORK.

The work has no clearly defined seasons, but special orders may bring a rush at any time. Then it is not unusual to work very long hours for a few days until the particular order needed has been turned out, after which short hours are worked so as to bring the total for the week down to the number permitted for women. At the time of this investigation the industry was still suffering from the depression of 1907, so that the question of overtime was not an important factor.

GENERAL SANITARY CONDITIONS.

None of the processes in which women are engaged produce injurious fumes or dusts. In the factories visited the rooms in which they worked were sufficiently far from the furnaces not to be unpleasantly hot, and ventilation and light were adequate. Also the arrangements for dressing rooms, lavatories, etc., were excellent.

Men are employed on all the large and heavy pieces turned out, women taking the lighter and smaller pieces, so that the operations they perform rarely demand much strength. Nevertheless, many

of the processes involve a very considerable muscular as well as nervous strain. A motion which in itself is simple and easy may become exhausting when repeated thousands of times in a single day.

Take, for instance, the work of the nut tapper described on page 236. There is nothing difficult about it. The heaviest machines operated by women require for starting a pressure of from 15 to 20 pounds, while on the smaller machines it is much less. But the large nuts are turned out at the rate of 9,000 to 12,000 per day, while on smaller nuts the output is from 27,000 to 30,000 per day of 10 hours. Each nut requires one pressure upon the foot treadle. A woman turning out the maximum number of large nuts must press a treadle 20 times a minute and keep up that rate through a 10-hour day, while one turning out the maximum number of one-fourth inch nuts must press the treadle 50 times a minute—a rate which in view of the fact that it is to be kept up for 60 minutes an hour and 10 hours a day needs no comment.

In general the machines tended by women were not considered dangerous, the agents being assured that there was no risk unless the worker "through inattention or sheer carelessness" brought her hand too near some part of the machinery. Yet a number of the machines used operate on the general principle of the stamping press, and such machines are always dangerous unless carefully guarded. Guards were not used on the presses seen in this investigation. In addition much of the work involved standing all day.

Much of the work is singularly unpleasant in character. Most of the machine operations involve the application of some kind of drill or cutting edge to the nuts, bolts, or screws, and, in order to prevent the metals from heating, streams of lubricating oil or soapy water are directed upon the point of contact. The action of the machine spatters the oil or water over everything in the vicinity, including the operator and her clothing. Even work like putting nuts on bolts by hand, which does not involve machine tending, is disagreeably dirty because the nuts and bolts are covered with grease from the earlier operations. The later occupations, such as sorting, wrapping, labeling, etc., are free from all these objections.

OCCUPATIONS WITHIN THE INDUSTRY.

In making bolts the iron is first rolled into bars, which are sheared into rods of the required length and size. These rods are heated and put through heading machines, after which rough edges are removed in a bolt trimmer machine. Up to this point the work is all done by men, but the remaining operations are performed by men if large work is being handled, and by women if it is small.

POINTERS.

The bolts next pass to the pointers, who may be either men or women and who operate machines which round the end of the bolt shank so that the dies on the threading machine will start properly. The operators place the bolt in position in a vise and force it forward against a revolving cutter by means of a foot lever. The operator, who must stand while at work, can average 7,000 to 8,000 bolts per day of 10 hours.

CUTTERS OR THREADERS.

These workers operate machines which cut or roll the thread upon the bolt. The larger companies manufacture their own machines for this purpose, sc that the form of machine and means of control vary in different establishments. In general the operator places the bolt in a vise which when the machine is started automatically forces it forward into a die which cuts the thread, after which the bolt is removed by the operator. In another type of machine the worker sits or stands at the side of the machine, reaches with the left hand into a vessel containing blank bolts, and feeds these with the right hand, one by one, into a groove. As the blank rolls automatically down the groove the thread is cut upon it. In a third type the operator feeds bolts into a hopper on top of a machine, and watches that no obstruction occurs as the bolt passes through the machine. Each woman tends a row of these machines. In one factory where this kind of threader was used the hoppers were so high that the women had to mount stools to reach them, which was not only fatiguing in itself but involved an amount of stretching over the machine which exposed the worker to the danger of contact with the belting.

ROLLERS.

Rollers operate a machine which gives the shank of a bolt its cylindrical shape. Their work is simplicity itself, as they merely place the bolts one at a time in a traveling groove. They sit at their work and, like most other machine operators, are paid a piece rate.

SLOTTERS.

These feed the machines which cut the slot on the heads of bolts and screws. They are seated at their work, which consists of placing bolts or screws one by one in a traveling groove. The work requires constant attention that no operation of the machine may be lost, but no skill is necessary.

At this point the bolt is ready to receive the nut, which has gone through preliminary processes somewhat different from those of the

bolt. Iron is first rolled into bars of the proper size and then these are punched and cut into nuts of the desired size on machines operated by men only.

NUT TAPPERS.

The nuts then pass to the nut tapper, who may be either male or female, according to the custom of the factory and the size of the work. In the Pennsylvania factories visited nearly one-fourth of the women employed were nut tappers. The nut is placed in a vise beneath a drill. Pressure on a foot treadle sets in motion a rotating drill which works through the nut cutting the thread as it goes. After the drill is started the foot is taken from the treadle and the employee attends to the other drills of her machine, getting back to the first one by the time the nut is finished, and a new piece must be put in position and the drill started again. Those operating the larger machines stand while at work, stepping from one lever to another as the work requires. The smaller machines have benches extending the length of the machine in front of them, on which the operatives sit, pressing the treadles by reaching from one to another.

The work is not heavy, but requires rapid and continuous foot action. The number of nuts which can be turned out in a day varies according to their size. Five-eighths inch nuts can be made at the rate of from 9,000 to 12,000 per day, while one-fourth inch nuts can be run through at the rate of from 27,000 to 30,000. The amount of labor involved in stepping on a treadle for each of these nuts is suggested by their number.

NUT DRESSERS OR BURRERS.

Nuts are burred or dressed to remove the rough edges. The operator places the nut in a holder, pressure on a foot treadle sets the machine in motion, and the nut is carried up to a revolving head on which are three cutters. When the rough edges have been cut away the operator releases the pressure on the treadle, and the nut, still in the holder, descends to its original position and is removed by hand. In another type of machine the operator places the nuts in holders cut in a revolving cylinder, which carries them under the cutting edges, and as they come back to the first position the operator removes them. In both cases the work is unskilled.

In Pennsylvania only males were found engaged in nut burring, while in Ohio women were employed at it.

NUTTERS-UP.

When the nuts and bolts have both been threaded and dressed they are ready to be put together, an operation known as nutting-up. This is done both on machines and by hand, the two processes being found in use side by side.

When a machine is used, the nut is started on the bolt by hand and then passed to the machine operator, who in the Pennsylvania factories visited was a man. In the Ohio factories the work was done wholly by hand. It is unskilled work, consisting merely of screwing the nut onto the bolt. It is necessarily dirty, because the bolts and nuts come to the workers covered with oil and particles of iron shavings accumulated during the threading process. The worker's hands, arms, and clothing are soon covered with oil and grime, and any attempt at cleanliness is useless. Often the workers have their fingers bound with cloths to prevent injury from rough edges of metal.

The nutters-up by hand are said to average 5,000 to 6,000 per day of 10¼ hours when putting washers and nuts on bolts, while in putting on nuts alone they can average 7,000. In some of the factories they were paid a time rate averaging 7.5 cents per hour, in others they were paid a piece rate.

PUNCH OPERATORS.

With the left hand the punch operator places metal disks on the outer edge of her machine, and with a feeding rod pushes them one at a time under a stamp, which, released by the operation of a foot treadle, descends, cutting out the center and thus forming a washer.

REMAINING OPERATIONS.

After the nutting-up process the bolts are washed, a heavy and disagreeable task, which is performed by men. They are then sorted, inspected, piled together, packed in paper cartons or boxes, sealed, and labeled, women being employed at all these processes. Women are also employed on several miscellaneous processes, such as making up the paper boxes, which are received creased and flat, ready to be folded into shape; tending the power-driven saws by which the defective bolts are cut short, and on special operations required for particular kinds of screws, bolts, and nuts.

THE LABOR FORCE.

The table already given (p. 232) shows considerable diversity from factory to factory in regard to the employment of women and girls. The percentage which females form of the total number employed in each factory varies from 4.4 per cent in establishment No. 4 to 47.4 per cent in establishment No. 1. The actual number of females employed in the plants visited was not very dissimilar in the two States—313 in Pennsylvania and 351 in Ohio—but relatively there is considerable difference, females forming 31.7 per cent of the total employees in Pennsylvania and 21.5 per cent in Ohio.

The employment of children varies still more widely. In Pennsylvania they formed 12 per cent of the total employees, while in Ohio they constituted but 0.7 per cent of the whole group. A considerable part of this difference was due to the Ohio law forbidding the employment of boys under 16 and girls under 18 for more than 8 hours a day. One manager explained that as the industry has not yet recovered from the depression of 1907 this limitation on the hours of the young workers already in their employ had not so far affected them seriously. They were, however, not engaging any more children, and when the industry recovered its normal tone they would find it necessary either to employ no women under 18 or to introduce an eight-hour day for all female employees, as the two sets of hours would cause endless trouble and confusion.

AGE OF EMPLOYEES.

Table I gives in detail the age of the workers studied. So few males were recorded that no conclusions can be drawn respecting them. For the females it is apparent that this is an industry for young workers. Over half (58.8 per cent) of the total number were under 20 and only 15.25 per cent were 25 or over.

In Pennsylvania the general youthfulness of the workers was particularly apparent; 68.5 per cent were under 20 and only 9.8 per cent were 25 or over. In Ohio the proportions were 50.4 per cent under 20 and 19.9 per cent aged 25 or over. In Ohio the greatest massing occurs at 18, at which age over one-fifth of the workers are found. In Pennsylvania the numbers aged 14, 15, and 19 are exactly the same, one-eighth of the total workers being found at each of these years.

This youthfulness of the female workers appears to be directly due to the character of the work, which demands speed but no skill. The pace would be severe for older workers, and the industry does not hold forth any prospects of advancement sufficient to hold a woman. Also the unpleasantness of many of the occupations, combined with the low earnings, tends to drive workers out, and apparently there is little or no inducement for them to come back later.

RACE OF EMPLOYEES.

Table II gives the race of the workers by sex, age, and State. Considering only the females, it appears that the Americans furnish only a very small percentage of the total group and that they are proportionately less numerous among those under 16 than among the older workers.

The combined Polish groups furnished the largest number of workers—186, or 28.4 per cent; the Germans formed a close second with 179, or 27.3 per cent, while the Hungarians with 95, or 14.5 per

cent of the total workers, formed the last of the large race groups, no other having as much as 10 per cent of the total.

The racial distribution of the workers varies between the two States. In Pennsylvania the Americans were scarcely known in the industry, furnishing only 4 out of 304 workers, while the Poles, with 164 workers, were the leading race. In Ohio the Germans were the largest race group, followed rather closely by the Hungarians.

In both States employers declared that Americans were leaving the industry as the women of newer immigrant races came into it. In some cases this was ascribed to an unwillingness on the part of the English-speaking women to work with Slavs, but more generally it was declared that the work had so many unpleasant features and paid so little that only the poorest and most ignorant of recent immigrants were willing to undertake it. This applies to the machine work, not to such operations as sorting, packing, and labeling.

CONJUGAL CONDITION.

Table IV shows the conjugal condition by sex and age. As was to be expected in so youthful a group, comparatively few of the women were either married or widowed, the single forming 84.76 per cent of the whole group. Of the major race groups the Hungarians alone show any large proportion married, more than half of their representation—55 per cent—being either married or widowed. A glance at the age and race table (Table III) shows that there is a much larger proportion aged 20 or over among the Hungarians than among any other of the leading races, a fact which is probably closely connected with their preponderance of married and widowed workers.

HOURS OF LABOR.

The following table shows the actual hours worked in the establishments visited and the time allowed for lunch in each. The hours, it will be observed, are uniformly long. For all except the young workers, who are protected by law, the day of 10 hours or over was universal, and though some reduction on Saturday was usual the week never fell below 55 hours and in just half the factories visited ran up to 60.

In Pennsylvania 99 children under 16, of whom 63 were girls, were working a 60-hour week, and 20, of whom 11 were girls, had a 57½-hour week. When the character and the pace of the work are considered, the length of these hours is impressive, the more so as the lunch periods are short—45 minutes in one case, and 30 in the other.

In the Ohio factories the lunch period was in every case short—30 minutes—and the weeks are 55 and 60 hours long, but children are limited to a 48-hour week. Only one factory, situated in Ohio, reported any overtime, and for it details are not given.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT IN A REPRESENTATIVE WEEK—NUTS, BOLTS, AND SCREWS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Pennsylvania	10½	8¾	.....	60	[1] 45	.....	.....
2	Do	10½	5	.....	57½	[2] 30	.....	.....
3	Ohio	10	10	.....	60	30	.....	.....
4	Do	8	8	.....	[3] 48		.....	.....
5	Do	10	5	.....	55	30	(4)	(4)
6	Do	10	10	.....	60	30	.....	.....
		8	8	.....	[5] 48		.....	.....
		10	5	.....	55	30	.....	.....

[1] Permit for shortening lunch period not reported.
[2] Permit for shortening lunch period on file.
[3] Thirty females under 18 do not exceed 48 hours per week.
[4] Exact data not reported; women and children worked as much as 10 hours overtime.
[5] Twenty-nine females under 18 and 3 males under 16 do not exceed 48 hours per week.

EARNINGS.

Table VI shows the earnings received by the women studied during an actual week. The general wage level is decidedly low. Over two-thirds of the total received less than $6 for the week, and in no one of the age groups did as many as half of the workers earn as much as $6 or over; the nearest approach to it was made by the group aged 21 to 24, in which 57, or 47.1 per cent, had earned $6 or over during the selected week. Not one-fifth of any age group, and only 15.4 per cent of the whole number earned as much as $7, while those earning $8 or more were only 38 out of the whole 642 for whom the facts were learned. In Ohio none earned as high as $10; in Pennsylvania two reached this sum. It is evident not only that the general wage level for women is low, but that there are very few prizes in the way of well-paid work.

SUMMARY.

As seen in this investigation the work in nut, screw, and bolt factories has little to commend and much to disparage it as an occupation for women. There are a few noncharacteristic occupations, such as making up the cartons, labeling, and sealing, which have no objectionable features beyond the monotony inseparable from most unskilled work. The majority of the occupations, however, are carried on at a rate which involves a severe strain; many involve standing and necessitate constant treadling; most of them are very dirty, splattering the operator with oil or soapy water, and several present the dangers usually found when presses are operated at a high rate of speed. In addition wages are low, and even for experienced and rapid workers there is little chance of advancement.

The work is mainly in the hands of young women. English-speaking women are scantily represented among the workers, and it is generally agreed that they are leaving the industry, their places being taken by the newer immigrants. There is little competition between the sexes, women being put only on the lighter work.

PAPER BOXES.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

The manufacture of paper boxes was selected for study because it is a widespread industry which presents different aspects in different parts of the country, because it is the most important of the paper manufactures, and because it employs a large proportion of women and young girls. Fifty-six establishments, located in 15 States and employing a total of 5,387 wage earners, were visited and facts gathered concerning their workers. The following table shows the location of the establishments and the number by sex and age grouping of the employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—PAPER BOXES.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Maine	8	31	.....	.....	.....	39
2	Do	4	8	.....	.....	.....	12
3	Do	5	9	1	.....	1	15
4	Do	14	48	.....	3	3	65
5	Do	8	32	.....	.....	.....	40
6	Do	4	10	1	3	4	18
7	Massachusetts	7	25	.....	2	2	34
8	Do	14	67	2	4	6	87
9	Do	50	214	1	10	11	275
10	Rhode Island	13	40	.....	3	3	56
11	Do	22	80	.....	2	2	104
12	Do	3	8	.....	1	1	12
13	Do	9	42	1	4	5	56
14	Connecticut	8	43	.....	3	3	54
15	Do	4	27	.....	5	5	36
16	New York	18	80	1	.....	1	99
17	Do	97	193	1	2	3	293
18	Do	26	56	1	1	2	84
19	Do	16	26	.....	1	1	43
20	Do	45	94	1	1	2	141
21	Do	4	6	.....	.....	.....	10
22	Do	58	125	.....	2	2	185
23	Do	5	16	.....	1	1	22
24	Do	14	91	.....	.....	.....	105
25	New Jersey	60	129	2	15	17	206
26	Do	9	24	.....	3	3	36
27	Do	51	153	.....	21	21	225
28	Do	20	45	2	17	19	84
29	Pennsylvania	5	58	.....	1	1	64
30	Do	32	87	2	24	26	145
31	Do	32	92	.....	22	22	146
32	Ohio	14	54	.....	3	3	71
33	Do	25	81	.....	.....	.....	106
34	Do	16	55	.....	25	25	96
35	Do	24	73	.....	9	9	106
36	Do	16	74	.....	5	5	95

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—PAPER BOXES—Concluded.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
37	Illinois	4	26	.....	70	70	100
38	Do	38	207	1	118	119	364
39	Do	30	80	1	24	25	135
40	Do	65	220	9	59	68	353
41	Indiana	14	44	1	9	10	68
42	Do	25	50	5	5	10	85
43	Do	20	36	1	3	4	60
44	Do	14	19	.....	.....	.....	33
45	Do	40	55	.....	11	11	106
46	Michigan	70	250	1	12	13	333
47	Maryland	17	48	2	17	19	84
48	Do	15	24	2	13	15	54
49	Do	5	20	1	12	13	38
50	Do	11	47	.....	12	12	70
51	North Carolina	10	23	2	.....	2	35
52	Georgia	7	17	4	7	11	35
53	Do	12	41	.....	6	6	59
54	Louisiana	16	40	5	14	19	75
55	Do	2	9	.....	1	1	12
56	Do	3	12	2	6	8	23
	Total	1,178	3,564	53	592	645	5,387

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 56 PAPER-BOX FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	1,178	21.9
Females	3,564	66.2
Under 16 years:		
Males	53	1.0
Females	592	11.0
Total	5,387	100.0

CHARACTER OF THE INDUSTRY.

Paper-box making has increased greatly in importance within the last few decades. In 1880 the industry employed 9,678 wage earners, and the value of its products was $7,665,553; by 1905 the number of workers had increased to 32,082, and the value of the products amounted to $36,866,589.[1]

This development has been accompanied by a change in methods, the manufacture having been transformed to a large degree from a hand to a machine industry. In the early days a box maker was a trained worker, employing few tools, and capable of performing every operation required for making a box. To some extent hand work still lingers in the trade. Very little machine work is done in making the best grade of boxes, such, for instance, as are used for the highest-priced candies and for expensive jewelry. These, how-

[1] Special Reports of the Census Office, Manufactures, 1905, Part I, p. 4.

ever, constitute a very small part of the output. The tremendous increase in the use of paper boxes has created a demand for cheaper and more rapid work and has led to a very general introduction of machinery.

This increased demand is of comparatively recent growth. It was formerly the custom to wrap in paper or put into paper bags innumerable articles which are now boxed before delivery and often before exposure for sale. Shoes, hats, clothing of nearly every kind, candy, crackers and biscuits, phonograph records, electric-light bulbs, breakfast foods, toilet articles, cigarettes, and a bewildering variety of other goods are now packed in paper boxes, often as soon as manufactured. In fact, the box has become such an important part of the finished product that in a number of cases a box-making department was found attached to factories engaged in producing articles for the retail trade, the managers having found it simpler and more satisfactory to make up their own supply of boxes.

In order to keep pace with the growing demand, machines have been devised and improved until now in a highly organized factory the workers are principally engaged in attending machines, neither skill nor judgment, only manual dexterity, being required. This situation has naturally proved favorable to the introduction of young workers, a tendency which has been helped along by the fact that only a few processes require strength. The policy of manufacturers differed in this respect, however. One striking case was found in which an employer used every effort to secure girls under 16 on the declared ground that they were as well able to do the work as women and could be had cheaper, but usually, as the table just given shows, children under 16 did not form an important part of the working force.

COMPETITION BETWEEN THE SEXES.

In a sense there is competition between the sexes and between adults and children, yet, except in the case just referred to, those of one sex or age did not seem to be supplanting the other. When men and women or boys and girls worked on the same machines, the piece rate was the same. In the highly organized factories the men and women had different occupations, so that competition did not exist. In general in the factories visited women were very much in the majority, probably because the possible earnings at the rates paid were not sufficient to attract men. Yet in the industry as a whole men seem to maintain their numbers. According to the census figures the proportion of men, women, and children in the industry during a period of 25 years ranged as shown in the following table:

PER CENT DISTRIBUTION OF THE SEXES BY YEARS—PAPER BOXES.

[Calculated from Special Reports of the Census Office, Manufactures, 1905, Part I, p. 4.]

Year.	Males 16 years of age and over.	Females 16 years of age and over.	Children under 16 years of age.
1880	22.7	70.6	6.7
1890	29.4	67.9	2.7
1900	28.0	65.8	6.2
1905	29.8	64.0	6.2

During this period adult men show a proportionate increase and women a corresponding decrease, while children under 16 show a very slight proportionate decrease. These figures certainly do not indicate that the employment of women has been at the expense of men. The data gathered in this investigation, however, make it seem probable that if the sex of the children under 16 were given it would be found that boys formed a very small proportion of the group.

The degree to which the industry has been organized and the extent to which machinery has been introduced differ greatly among establishments. In some of the large city factories machines perform nearly every operation, and the processes have been subdivided until each worker has only one operation or one fraction of an operation to superintend. In smaller factories machines were employed for only part of the work, and such machines as were in use were of the simplest construction, sometimes being homemade devices not known outside of that immediate locality. There was a corresponding variation in the division of work between the sexes, women, or even children, being found in one factory doing work which in another was considered suitable only for men.

The industry is found in nearly every part of the United States, but tends to mass in certain States. Massachusetts, Connecticut, New York, Pennsylvania, Ohio, and Illinois furnish 76 per cent of the workers and 78 per cent of the total output, New York alone employing one-third of the workers and turning out a trifle over one third of the product.[1]

REGULARITY OF THE WORK.

The work is somewhat seasonal, the rush periods depending upon the kind of goods manufactured. In general there is a busy season varying from a few weeks to two or three months before Christmas and a shorter rush period before Easter. After the Christmas rush and through the summer months come the dull times. If a factory

[1] Per cents computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Part I, p. 108.

makes only or mainly such staple articles as shoe or cigarette boxes the work is practically nonseasonal, but if it handles novelties or fancy boxes it will have well-defined rush and slack seasons.

GENERAL SANITARY CONDITIONS.

There is nothing in the work of paper box making which is inherently insanitary. The glue and paste used often have an unpleasant odor, but this is not necessary, and even where it is found it can be minimized by careful ventilation. The work is apt to be rather unpleasant as the fingers and clothing frequently become smeared or daubed with glue. Women and girls very often use special garments to work in, changing to street clothing before leaving the factory. Toilet accommodations and provision for dressing rooms were frequently most unsatisfactory, and occasional establishments were found in which, in spite of the pasty nature of the work, no facilities for washing were furnished beyond a spigot from which cold water could be obtained, soap and towels being conspicuously absent. Overcrowding was not uncommon, and many establishments were poorly ventilated.

Turning from sanitation to considerations of general health and safety, the industry shows two bad features—most of the work is done standing, and girls and women work at dangerous machines. It is possible to equip these machines with guards which greatly diminish the danger, but it is very generally believed that these guards reduce the output. Since the work performed at them is paid by the piece and since rates are so low that an employee must work at top speed to make a living wage, the guards are not in general looked upon with favor, and even when provided are apt to be taken off or pushed back out of the way.

OCCUPATIONS WITHIN THE INDUSTRY.

The operations within a given factory depend upon the kind of boxes manufactured. The following definitions apply to the styles most commonly made:

A box is lined if the inner surface of the straw board of which it is made is covered.

By a "solid" box is meant one that is built up and finished in the factory which it leaves ready to be filled with whatever it is to contain; i. e., millinery, hat, and bonbon boxes are of this variety.

A "shoulder" box is one form of solid box. This has a shoulder or neck over which the lid fits, in that way making the outside of the box smooth, the lid being flush with the sides.

The cheapest solid box is the "set up" which is neither lined nor covered. The strawboard, after being scored, is merely bent up and the corners glued or stayed in some manner.

Next is the "trimmed" or "tipped" box. This is a plain strawboard box either lined or unlined having strips of paper or cloth glued or pasted along the corners and edges.

The "covered" box has no rough strawboard exposed, but is completely covered with paper or some other substance such as cloth, leather, or silk. There are many varieties of these covered boxes, the styles being adapted to the uses to which they are to be put.

The "folding" box is shipped from the factory in a folded, or what might be called a "knockdown," condition. This is usually of lighter material than the solid box and generally but one joint is glued in the box factory. Cereal boxes, cracker boxes, etc., are of this class.

If lined boxes are to be made the first process is lining the large sheets of strawboard which are to be used in the making. Lining consists of pasting thin paper evenly and securely over the cardboard. This is done on a large machine operated by men. In small factories the pasteboard is bought ready lined.

After the pasteboard has been lined, there are three groups of processes required for making an ordinary paper box, the first concerned with cutting the pattern or blank, the second with putting together the blank, and the third with trimming or finishing the box. The work required in each group of occupations, especially the third, is highly specialized.

MAKING THE PATTERN OR BLANK.

This is machine work, usually done by men. The cardboard is first fed into the scoring machine, which cuts it into proper sizes and scores the pieces where they are to be bent or folded in making up the box. Next, squares are cut out from the corners that the sides and ends may be turned up readily. This is done on a corner cutting machine, operated usually by males. This is a dangerous machine as, unless constant watchfulness is used, the operator is apt to get the tips of his fingers under the cutting knives, with disastrous results. Folding boxes are cut all in one piece, and instead of having corners cut out, have the necessary apertures punched out with a stick. This is known as punching, and is usually done by girls.

Another operation in this group is occasionally performed by women. After the sheets of cardboard come from the scoring and cutting machines, they are piled on tables and workers break off with hammers the rough pieces clinging to the edges. In a few cases women were found doing this. The work is paid by the piece, and in order to make fair wages the cardboard must be handled in large piles, so that it is rather rough and heavy work for a woman.

SETTING UP THE PATTERN.

Bending.—Bending, which is the first occupation in this group, consists of bending or folding the cardboard along the scored lines, thus bringing the sides and ends of the box into place. The work requires no skill and is not heavy. It is very generally done by young girls, who sit at their work. In some places it was done by a machine operated by a man.

Ending.—In some cases, especially when deep boxes are made, the ends are cut separately and fastened to the sides and bottom by the ending machine, operated by women or, less often, by men. The sides and bottom of each blank are placed around an iron block and held there while the machine pastes and places in position the end piece, when a heavy pressure is applied to make the junction secure. The operator must stand at this work. The blocks must be changed to fit the different sizes of the boxes set up, and as some of the blocks weigh from 5 to 25 pounds the work is heavy and hard for women. Unless the machine has a safety device, there is great danger of getting the fingers between the iron block and the feeder and crushing them to a pulp. In some factories this machine was operated exclusively by men, in others by women only.

Corner staying.—The corners of a box are fastened together or "stayed," sometimes by a strip of tape pasted over them, sometimes by a metal strip, and sometimes by wire clips. The staying is done by a machine which operates on substantially the same principle whatever the material used. The operator places the corner of a box over a triangular projection called an anvil, holding the loose edges close together. Then by the action of a foot press the prepared strip is laid over the corner and fastened in place by a sharp, heavy blow. The work is done standing and is neither heavy nor hard. These machines are very frequently operated by girls, but in some factories men also were found at work upon them.

The corner-staying machine is looked upon as the most dangerous in the industry, as unless it is guarded there is great risk of the operator's fingers slipping between the anvil and the descending press.[1] Guards are sometimes provided, but are said to interfere with rapid work, and as the operator is paid by the piece she is apt to object to the guard. Some manufacturers had supplied their operators with heavy steel thimbles, reaching nearly to the knuckles, which did not remove the danger but lessened the seriousness of an accident if one occurred.

[1] See Vol. XI of this report, Employment of Women in the Metal Trades, p. 54.

TRIMMING OR FINISHING.

The processes involved in this group of occupations may be elaborate or simple, according to the kind of box to be turned out. On the box of average quality, such as a plain candy box or a shoe box, the trimming consists of stripping (that is, papering or covering) the sides of the box, putting on the labels, top, bottom, and end, and pasting in lace paper or paper flies. If the box has a shoulder, this must be covered and pasted into the box. Each trimming process may be done on a machine or by hand. When it is done by hand, one girl often does the trimming on the entire box, or a separate girl may be assigned to each thing, such as covering, pasting in lace paper, pasting labels, or putting in flies. Such girls are known as hand glue workers, or sometimes as table workers.

This part of the work is very largely in the hands of women and girls, some of it being light and simple enough for very young workers. Thus, in machine covering, the operator, usually a woman or girl, has a helper who is apt to be a beginner, the wages not attracting those who have had any experience in selling their labor. The operator places the box in position and presses a treadle; this sets in motion machinery which revolves the box while a strip of gummed paper is wrapped around the sides and ends, the machine cutting off the strip when the box has been completely encircled. The strip is somewhat wider than the box is high, and the helper's duty is to turn down the edge inside of the box. The work is light, but monotonous and uninteresting to the last degree.

The paper used for covering comes in large rolls, sometimes 35 inches wide, and is cut into strips of the desired width on a machine called a slitter. This is usually operated by men, but in several factories women were found at this work. It is heavy, as the rolls of paper which have to be lifted into place weigh sometimes as much as 125 pounds, and there is some danger, as the cutting edges of the machine are frequently unguarded.

The various operations of pasting on the labels, the wrappers, and the ornamentation, when the latter is used, need no description. They require dexterity, but make no further demand upon the worker except in the case of fancy boxes, where taste and good judgment in combining colors and fabrics are also necessary.

In addition to the box making proper, the usual accessory occupations are found, i. e., tying up, packing and shipping the finished product, conveying supplies to the workers, running errands, and so on. In addition, some establishments have features not generally found. Thus occasionally the labels were printed in the box factory, in which case the whole process of printing was included in the activities of the plant.

The characteristic features of the paper box industry are the unskilled nature of most of the work, the extent to which machinery is replacing handwork, the simplicity of the machines used, and the consequent large opportunity for the employment of women and children.

THE LABOR FORCE.

As the table on page 241 shows, women and girls predominate in the industry. Of the more than five thousand wage earners employed in the establishments visited, 77.1 per cent, or practically four-fifths, were females, while of the employees under 16 more than nine-tenths were girls. The distribution of the sexes varied considerably from State to State and from factory to factory. The highest percentage of female workers was found in Connecticut, but as only 90 workers all told from this State were considered, the proportions are less significant than elsewhere. Among the States in which 200 or more workers were studied Indiana shows the lowest percentage of females, 65.9 per cent, and Illinois the highest, 84.5 per cent. New York, New Jersey, and Indiana are the only States in which the proportion of female workers falls below three-fourths.

The proportion which children under 16 form of the working force varies from 1.2 per cent in New York to 29.6 per cent in Illinois. In Pennsylvania 13.8 per cent, in New Jersey 10.9 per cent, in Maryland 24.4 per cent, and in Indiana 9.9 per cent of the workers studied were under 16; elsewhere it was unusual in the States in which as many as 200 workers were considered to find as many as 5 per cent under 16.

There was considerable variation between factories in regard to the employment of women and children. The proportion which women over 16 formed of the workers ran up sometimes as high as 90 per cent, and sometimes sank to little more than one-fourth. In seven factories children under 16 were not employed at all. In the others the proportion in this age group ranged from about 1 per cent up to 70 per cent. The latter proportion was found only in the factory already referred to whose proprietor followed a deliberate policy of securing girls under 16 as extensively as possible. When children were employed at all they were far more likely to be boys than girls. Forty-nine factories employed one or more workers under 16; in three of these no girls were found, in 23 no boys were found, and in 23 both boys and girls were employed.

AGE OF EMPLOYEES.

Table I, giving the age of the employees by sex and by State, not only shows the youthfulness of the female workers, but makes it clear that even among the males the age level is rather low. The greatest massing of male workers, it will be observed, is at 17 years of age, while over half—52.58 per cent—are under 25 years old.

Among female workers 16 years is the point at which the greatest number are found, something over one-eighth of the whole group being of this age. There are almost as many at 17 and at 18 years of age, after which the number in each one-year age group falls off rapidly. Nearly three-fifths of the whole number—58.44 per cent—are under 20, while only one-fifth are found in the group aged 25 years or over.

There is a very marked difference between States in regard to the employment of older women. In Massachusetts less than one-third of the female employees studied were under 20, and more than two-fifths—42.1 per cent—were 25 or over, while in Ohio 69.1 per cent were under 20 and only 6.64 per cent were 25 or over.

Of the States in which any considerable number of employees were studied, Illinois shows the largest proportion of young women, 78.4 per cent of the whole group being under 20 years old. Maryland, Ohio, and Indiana all have more than three-fifths of their female workers in this group; New York, Pennsylvania, and New Jersey have something over half, while Connecticut has only 34.6 per cent and Massachusetts only 30.4 per cent under 20. The following table shows by States the number of female workers for whom precise information as to age was secured, and the proportion in several age groups:

NUMBER OF FEMALE WORKERS, AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—PAPER BOXES.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Maine	131	19.08	37.40	35.11
Massachusetts	316	17.41	30.38	42.09
Rhode Island	92	32.60	49.99	20.65
Connecticut	78	23.08	34.62	38.46
New York	695	33.52	53.81	22.88
New Jersey	407	38.33	55.78	14.99
Pennsylvania	287	43.55	55.75	29.62
Ohio	301	41.53	69.10	6.64
Illinois	768	61.20	78.39	6.90
Indiana	213	40.38	63.38	12.21
Michigan	135	29.63	52.60	22.22
Maryland	193	54.92	67.88	18.65
North Carolina	23	.....	17.39	47.83
Georgia	30	46.67	63.33	26.67
Louisiana	81	44.44	53.09	25.93
Total	3,750	40.50	58.44	19.69

It is difficult to find any adequate explanation for such variations in the age distribution of the women. To some extent it is probably due to the character of work done. The skillful handwork needed in making the best grade of fancy boxes can be acquired only by experience, and workers who have gained it are apt to keep on at the trade. But where only cheap grades of boxes are manufactured ex-

perience counts for practically nothing, and the wages are not sufficient to attract older women. Also in such work the greater swiftness of the young worker is a reason for her employment.

RACE OF EMPLOYEES.

Table II gives the race distribution of the workers by sex and age groups. Taking first the whole group studied, the summary shows that about one-third were Americans, that the Germans, forming about one-fifth, were the next largest race group, the Irish came next with one-eighth, and the combined Polish workers forming one-tenth stood fourth. The three great English-speaking groups, American, English, and Irish, constituted 47.7 per cent, or nearly one-half of the total.

The sexes show some marked differences, especially when the age grouping is taken into consideration. The female workers of the English-speaking races are relatively far more numerous among the workers over than among those under 16 years old, and the same is true of the Germans. Among the males of these races, with the exception of the Irish, precisely the reverse of this situation obtains; they are relatively more numerous among the workers under 16. The boys under 16, however, are so few that their race distribution is probably without significance, depending principally upon the size and location of a few factories. In the large establishments where the work is well organized, men seem to be employed for heavy work and girls for light, boys being omitted altogether. The smaller establishments in which boys are most likely to be found are apt to be situated in localities where the newer immigrants are not yet numerous, so that if males under 16 are employed at all they must be either Americans or of the older immigrant races. Practically one-third of the boys were found in the four southern States, where Americans predominated.

The girls under 16, on the other hand, are sufficiently numerous for the figures to possess some significance. Apparently in their case the familiar process is going on by which the immigrant supersedes the native stock, and the newer immigrant supplants the older. Over two-fifths of the girls under 16 were found in the paper-box factories of Illinois, which in this case means Chicago. Of the 245 girls of 14 and 15 employed here, only 8 were Americans and only 13, including the Americans, belonged to English-speaking races. The Germans made a more numerous showing with a representation of 42, but they were greatly exceeded by the combined group of Polish workers, who formed 73.9 per cent of the total. Chicago has, of course, a most cosmopolitan population, but its racial make-up is by no means reflected in this relative unimportance of the English-speaking and

German races. The substitution of newer for older immigrants is in some cases actively helped along by the employers. One manufacturer was found with several establishments in different parts of the city. At the time of the investigation he was enlarging a factory in the Polish quarter for the sake of transferring to it work from other quarters, because in the other plants "the girls wanted too much money for their work," while he could get Polish girls at rates that suited him.

The newer immigrants were not only proportionately more numerous than the native born and the older immigrant races among those under 16, but their general age level was low, and they were scantily represented in the group aged 25 or over. For the seven races furnishing 100 or more female workers, the proportion of these in the several age groups was as follows:

NUMBER OF FEMALES AND PER CENT IN SPECIFIED AGE GROUPS, BY SEVEN LEADING RACES—PAPER BOXES.

Race.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
American	1,193	35.7	53.1	21.5
English	100	25.0	45.0	33.0
German	798	34.3	54.3	20.3
Hebrew (combined)	186	45.2	66.1	4.3
Irish	498	24.5	36.7	41.4
Italian	188	68.6	87.7	1.6
Polish (combined)	465	77.6	92.3	1.1

The racial distribution of the workers naturally depends largely upon local conditions. Among the States in which any considerable number of employees were studied Maryland shows the largest portion of Americans, 67.9 per cent; Indiana comes next with 58 per cent, followed by Massachusetts with 42 per cent, and Ohio with 41 per cent. Only 23.5 per cent of the New York workers were Americans, while in Illinois the percentage sinks to 9.2.

The Germans, the next largest race group, were most numerous in New York, Ohio, and Illinois, these three States furnishing 60.9 per cent of the total Germans. The Irish were found mainly in Massachusetts, New York, and New Jersey, 65 per cent of their total number being in these three States. Of the Poles 82.8 per cent were found in Illinois, no other State furnishing as much as 10 per cent of their number. Over two-fifths of the Italians were found in New York. This State with New Jersey and Pennsylvania furnished 88.5 per cent of the total Italian group. The other nationalities were rather widely scattered, no State showing a marked massing of them.

CONJUGAL CONDITION.

Table IV gives the conjugal condition, by sex and age, of the 4,736 workers for whom information on this point was obtained. The sexes present a very marked difference in this respect. Of the males 39.94 per cent were married or widowed, while of the females only 7.36 per cent were or had been married. The situation among the female workers is what might be anticipated in view of their low age level, while among the males, considering that nearly half of them are 25 or older, the proportion of married workers seems small.

Among the women the number and proportion married are too small to justify any conclusions as to racial characteristics. Of the more numerously represented races the English show the highest proportion of married but not widowed women at work, 10 per cent of their number falling within this group; the Americans have 6.1 per cent, the Irish 6.3 per cent, and the Germans 4.4 per cent.[1]

HOURS OF LABOR.

The following table shows the daily and weekly hours of labor for each establishment, the time allowed for lunch, and the frequency and extent of overtime. The hours were very generally long. Except for the young workers who might not legally be employed over 48 hours a week, anything less than a 54-hour week was decidedly unusual, and from this figure the hours ranged up to 60 per week. Shortened hours on Saturday were common. In 33 establishments only 30 minutes were allowed for lunch. This short lunch time was very general in the Western and Southern States, an hour being almost universal in the New England States.

Overtime was common, being reported from more than half the establishments studied. In six cases an overtime period of a week or less during the past year was reported. From this it ran up to 25 weeks, or half the working year. The extra time worked during overtime periods varied from 2 or 3 hours a week to 10, 12, and even 15. In one case 18 hours a week was reported, but this was worked only by men. These additional hours frequently meant very long weeks. In the factory which reported 25 weeks overtime, the regular hours were for adults 59 a week, and the extra time required during the overtime period amounted to 10 hours a week. Two hundred and seven women were employed in this factory. Longer hours than these were reported in some instances, but not for so long a period.

[1] These per cents are computed from figures shown in Table V.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—PAPER BOXES.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Maine	9½	8½	.....	56	60	12	8¾
2	Do	10	9	.....	59	60	6	3
3	Do	9	9	.....	54	60	6	6
		4	4	.....	[1] 24			
4	Do	10	9	.....	59	60	30	10
5	Do	10	10	.....	60	60	.....	.....
6	Do	10	10	.....	60	60	10	8¾
7	Massachusetts	9 11/12	4½	.....	54 11/12	30	4	3½
8	Do	10	7½	.....	57½	60	[2] 20	18
9	Do	9¼	7¾	.....	[3] 54	60	84	4
10	Rhode Island	9	4	.....	49	60	.....	.....
		10	5	.....	55			
11	Do	9½	8½	.....	[4] 56	60	20	10
		10	9	.....	[4] 59			
12	Do	9½	8½	.....	56	60	7	4
		10	9	.....	59			
13	Do	9½	8½	.....	56	60	30	9
		10	9	.....	59			
14	Connecticut	10	10	.....	[5] 60	60	.....	.....
15	Do	10	9	.....	59	60	.....	.....
		9½	8½	.....	56			
16	New York	9	9	.....	54	[6] 30	.....	.....
		8	8	.....	48			
17	Do	9¾	5½	.....	54	[6] 30	12	3
		9¾	5½	.....	54	[6] 30	14	6
		8	5½	.....	[7] 45½			
18	Do	10	8	.....	58	[6] 30	.....	.....
		9½	7½	.....	55			
19	Do	10	8	.....	58	30	.....	.....
		9½	8	.....	55½			
20	Do	9½	8½	.....	56	[6] 30	7	2
		9	8	.....	53			
21	Do	10	9	.....	59	30	50	7
		9½	8½	.....	56			
22	Do	10	9	.....	59	30	30	2
23	Do	9	9	.....	54	60	.....	.....
		8	8	.....	48			
24	Do	9	9	.....	54	60	.....	.....
25	New Jersey	9	9	.....	54	60	.....	.....
26	Do	10	5	.....	55	60	.....	.....
27	Do	10	9	.....	59	30	2	6
28	Do	10½	6	.....	58½	30	3	8
		10	5½	.....	55½			
29	Pennsylvania	10¼	5¾	.....	57	[6] 30	.....	.....
		9½	5	.....	52½			
30	Do	10½	5	.....	57½	[6] 30	.....	.....
		10	4½	.....	54½			
31	Do	10½	7½	.....	60	[6] 30	.....	.....
		9½	7½	.....	55			
32	Ohio	10	10	.....	60	30	([8])	3
		8	8	.....	48			
33	Do	10	10	.....	60	30	78	2½
34	Do	10	5	.....	55	30	.....	.....
		8	8	.....	48			
35	Do	10	10	.....	60	30	15	2
		8	8	.....	48			
36	Do	9½	7½	.....	55	30	.....	.....
		8	8	.....	48			
37	Illinois	10	9	.....	59	30	15	7
		9½	8½	.....	56			
		8	8	.....	48			
38	Do	10	9	.....	59	30	150	10
		8	8	.....	48			

[1] One boy works only in afternoon; attends school in the morning.
[2] Men only.
[3] Winter schedule; summer 9¾ hours Monday to Friday, 4¾ hours Saturday; 54 hours per week.
[4] In summer, 4 hours less.
[5] Except men in one department working night or day shift, 12 hours per day; 72 hours per week; time for lunch irregular. Establishment operates 55 hours per week during June, July, and August.
[6] Special permit from factory inspector for shortening lunch period.
[7] Employees under 16.
[8] One period; time not reported.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—PAPER BOXES—Concluded.

Establishment number.	State.	Normal hours of labor per day.			Total hours per day.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
39	Illinois—Concluded	10	9		59			
		9½	8½		56	30	40	12
		8	8		48			
40	Do	10	8		58			
		9½	7½		55	30	60	5
		8	8		48			
		8	7½		47½			
41	Indiana	10	9½		59½	60		
42	Do	10	9		59	60	18	9
43	Do	10	8½		58½	[1] 30		
44	Do	10½	5		57½	[2] 30		
45	Do	10	5		55	60	36	5
46	Michigan	10	5		55	[3] 30		
47	Maryland	10	9		59	30		
48	Do	10	9½		59½	30		
49	Do	9¾	8¾		57½	45	3	6
		9¼	8¼		54½			
50	Do	10	8		58	30	50	9
51	North Carolina	10	8		58	60	15	5
52	Georgia	10	10		[4] 60	30	25	2½
53	Do	10	9		59	30	40	15
54	Louisiana	9	9		54	30		
		9	7		52			
55	Do	10	6½		56½	30		
56	Do	10	10		60	30		

[1] No permit on file for shortening lunch period.
[2] Special permit from factory inspector for shortening lunch period.
[3] Permit for shortening lunch period not reported.
[4] Frequently work only half day on Saturday.

EARNINGS.

Most of the work performed by women and girls is paid on a piece-rate basis, the unit of payment being sometimes the gross, sometimes 100, sometimes 1,000 pieces. The girl who operates the covering machine usually engages her own helper and makes her own bargain with her. Piece rates vary according to the kind of work done, and as one employee may work on a number of different jobs in one day, calculating the earnings is sometimes a complicated task. When a helper is engaged by a worker, the difficulty of calculating her fair share of the united earnings often works out to her disadvantage. Quite unable to figure out what she ought to have, she takes what she can get. The older girl who engages her is often as unable as she is herself to calculate a fair division of their united earnings, so she is apt to fix on some arbitrary figure, merely taking care that if there is an error it shall not be in her helper's favor.

Occasionally odd jobs, such as putting on ribbons or preparing special orders, are paid by the hour, and a worker may be changed at any time from piece to hour rates, thus increasing her uncertainty as to what her earnings are likely to be. Ordinarily $7 or $8 a week is

considered a very good wage. Skilled workers gain more, but, on the other hand, numbers fall far below this amount.

Table IV shows the actual earnings received by the workers studied for an actual week's work. The wage levels for the sexes are notably different. More than half of the male workers earned $10 a week or more, while not quite 5 per cent of the female workers earned as much. Two-thirds of the males earned $8 or over, while less than one-fifth of the females reached that sum. This difference does not indicate a direct discrimination in wages against the women, for there is little if any competition between the sexes. The men have certain occupations and their wages are fixed with no reference to those of the women. The women and girls have a different set of occupations, mainly unskilled. They are unorganized, they are young, and few if any expect to remain in the industry long, so it is not surprising that their wages range much lower than those of the men.

Up to 18 years the proportion of male and female workers receiving less than $6 and less than $8 a week is not greatly different. The girls show much the larger proportion receiving under $4, but this difference lessens in the next two groups. Above 18, however, the difference is very marked. Nearly half of the males from 18 to 20 years, and four-fifths of those from 21 to 24 years, earned $8 or more a week, while for women the proportions were 17.4 per cent and 26.8 per cent.

Among the women the group aged 25 years and over is a small one, but it shows a decidedly higher wage level than the other age groups. More than two-thirds of their number earned $6 or more, and more than one-third earned $8 or over during the week for which their earnings were taken.

What an industry really offers to a worker in the way of wages is to be determined by the wages received by the great body of employees who have been in it long enough to acquire the necessary skill and not long enough to be handicapped by age. Practically none of the women studied in this industry were so elderly that age interfered with their capacity for work, while by 18 they should have gained enough skill to earn at least living wages if they were ever likely to reach this goal. But of the women aged 18 years and older for whom the facts as to earnings were obtained, two-fifths (40.3 per cent) earned less than $6 in the week studied. The different States showed considerable variations in this respect. The number of women aged 18 or over and the proportion of these in various earnings groups was for the States having at least 100 such women as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—PAPER BOXES.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
Maine	106	37.7	64.2	94.3	0.9
Massachusetts	261	8.8	21.1	58.2	19.5
New York	457	16.6	31.1	65.0	9.0
New Jersey	250	25.2	41.6	77.2	2.4
Pennsylvania	157	34.4	50.3	84.1	1.9
Ohio	174	29.3	47.7	85.6	2.9
Indiana	125	35.2	55.2	85.6	4.0
Illinois	297	19.8	31.0	56.2	16.5

Massachusetts is the only State in which the proportion of the women 18 or over earning less than $5 fell below one-sixth of the whole group; elsewhere it ranged from one-sixth to well over one-third. Outside of Massachusetts the proportion earning less than $6 a week varied from nearly one-third in Illinois to nearly two-thirds in Maine; in three States half or more earned under $6.

The situation in Massachusetts is due to the fact that more than two-thirds of the female workers studied in that State were in a factory which made a speciality of high-grade fancy boxes, which demanded both skill and taste on the part of the worker. The difference which this made in the earnings is partly indicated by the size of the groups of low earning capacity in the three factories. In the two making ordinary paper boxes the women aged 18 or over earning under $5 a week formed, respectively, 16.6 per cent and 17.4 per cent of all in that age group, while in the third factory they formed but 6 per cent. This one factory employs so large a proportion of the women studied in Massachusetts that it practically determines the age level, which it will be remembered was high, as well as the earnings level for the State.

In itself it is a striking fact that so large a proportion of those who have reached or passed 18 years should be earning so little. Apart from this the chief significance of the table is the lack of anything like a uniform scale of wages which it reveals. Apparently a worker of 18 years or over is more than twice as likely to earn at least $6 a week in Massachusetts as in Pennsylvania, while in Maine her chance of reaching or passing this figure is about half what it would be in New York.

The prizes in the industry seem to be, so far as women are concerned, very few. Of 2,213 women aged 18 or over whose earnings for a specimen week were taken, 115, or 5.2 per cent, earned from $10 up to $12, and 53, or 2.4 per cent, earned $12 or over. That is, less

than 8 per cent of the women aged 18 or over were earning as much as $10 a week, with no allowance made for slack time, illness, enforced holidays, or other interferences.

SUMMARY.

The paper-box industry is very largely carried on by the labor of women and children. There is practically no competition between men and women, their occupations being entirely distinct. It is in the main a machine industry, and when hand work is done dexterity rather than skill and training is the chief requisite. The workers are predominantly foreign, and there is some reason to suppose that they are becoming more so. Earnings are low, nearly three-fifths of the female workers for whom the facts were gathered having earned less than $6 in a specimen week. The work is in general light and not necessarily unpleasant, but much of it involves standing, and women and girls are employed on dangerous machines. The women workers are not organized to any appreciable extent.

POTTERY.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Pottery making exposes the workers in some of its occupations to the dangers common to all dusty trades, and those in other occupations to serious risk of lead poisoning. A considerable proportion of the female employees are exposed to both these dangers. In general, the work done by women in potteries requires little skill and is quickly learned, with the natural consequence that it is poorly paid. Pottery making is therefore, so far as the majority of its women workers are concerned, an unskilled, low-wage industry in which the worker is or may be exposed to serious occupational risks. As such it seemed to demand some investigation as to hours, wages, nature of work done, and conditions under which work is carried on, even though it is not a large employer of female labor.

The number of women employed is much smaller than in the case of some of the other industries studied. In 1905 the total number of women engaged in the manufacture of pottery, terra cotta, and fire-clay products was 5,953.[1] In 1908 it was estimated that the number employed in pottery making alone was between 3,000 and 4,000.[2]

In the course of the investigation 11 potteries were visited, of which 4 were in the Trenton district of New Jersey, and 4 were in or around East Liverpool, Ohio, these being the recognized centers

[1] Special Reports of the Census Office, Manufactures, 1905, Vol. I, p. 360.
[2] Bulletin of the U. S. Bureau of Labor, No. 79, p. 701.

of the pottery trade in the United States. Of the others visited 2 were in Pennsylvania and 1 was in Indiana. The following table gives the number of employees, by sex, age, and establishment in which employed, on which this study is based:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—POTTERY.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	New Jersey	190	75	14	1	15	280
2	Do	152	87	8	15	23	262
3	Do	145	70	8	15	23	238
4	Do	132	11	.....	2	2	145
5	Pennsylvania	52	3	.....	.....	.....	55
6	Do	18	3	.....	.....	.....	21
7	Ohio	366	117	5	2	7	490
8	Do	159	75	.....	1	1	235
9	Do	147	66	10	.....	10	223
10	Do	92	25	2	.....	2	119
11	Indiana	225	70	8	6	14	309
	Total	1,678	602	55	42	97	2,377

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 11 POTTERIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	1,678	70.6
Females	602	25.3
Under 16 years:		
Males	55	2.3
Females	42	1.8
Total	2,377	100.0

CHARACTER OF THE INDUSTRY.

The pottery industry in America appears to be an offshoot of that of Staffordshire, England. In the early history of the country simple ware was made in various colonies. None of these earlier attempts, however, grew to preeminent importance, the great centers developing later, the one in Ohio at East Liverpool, and the other in New Jersey at Trenton. In both of these places English immigration was most marked, and even to-day, especially in the East Liverpool district, certain practices such as the free circulation of Canadian money, midmorning lunch hour, and the custom of drinking tea both by males and females during work hours all show the distinctively English character of the population.

The first pottery in East Liverpool was founded in 1839 by Mr. James Bennett, an Englishman. The first pottery in Trenton was not established until 1852, when Messrs. Taylor, Speeler, and Bloor opened their establishment. The English influence is marked in Trenton as in the East Liverpool field.

The degree to which the industry is centralized in New Jersey and Ohio, and more especially in the two districts just mentioned, is shown in the figures given by the Census of Manufactures in 1905. The total value of pottery products in the United States for that year was $25,834,513, of which amount New Jersey produced $6,462,624, and Ohio $11,905,710; that is, 71 per cent of the total value is produced in these two States. Of the New Jersey output, 86.9 per cent was produced in Trenton, while 44.1 per cent of the Ohio output was manufactured in East Liverpool.[1]

The localization of the industry at these two points was due in part to the settlements already mentioned, which furnished a supply of skilled labor, and in part to the local deposits of clay near each. Also, both places have special facilities for transporting their products by water, and both are sufficiently near the great coal fields to obtain cheap and abundant fuel for baking their wares.

The pottery industry is divided into a number of branches according to the kind of ware manufactured, this latter ranging from cheap, unglazed earthenware, such as flower pots, to the finest porcelain. The descriptions given in this report apply to the manufacture of glazed soft pottery or earthenware. One establishment visited was engaged exclusively in the manufacture of porcelain fixtures for the electrical industry, and another had one department devoted to this work, but with these exceptions all were producing glazed soft pottery and earthenware exclusively.

GENERAL SANITARY CONDITIONS.

The conditions prevailing in the potteries as to light, ventilation, and sanitation have been considerably affected by the growth of the industry. Many of the plants were started with one or two kilns, and as business increased other kilns were added, and the additional rooms needed were located as convenience and economy dictated. Consequently light and air were often found deficient. In some plants a number of the employees had to work by artificial light. These were generally employees engaged in unskilled occupations, as the more skilled work usually requires a good light. In a modern pottery, on the contrary, the buildings are long and narrow, and the worktables are placed along the side so that the workers have abundant light.

The sanitary provisions are generally poor and insufficient. As a rule there are no separate wash rooms; the only facilities for washing are sinks in the workrooms; and towels, soap, and hot water are not provided. Owing to the nature of the work, special clothes are

[1] See Special Reports of the Census Office, Manufactures, 1905, Part III, pp. 888 and 892, for totals shown and for figures from which per cents are computed.

usually worn during working hours, a change to street clothes being made before leaving the factory. Notwithstanding this fact, dressing rooms were rarely provided for men, while for women they either were not provided or were quite inadequate. This meant not only that the necessary privacy for the change was lacking, but that all through the day the street clothes were acquiring a coating of lead dust, some of which would in all probability be carried home with the worker. The contrast between conditions prevailing in the potteries visited and the carefully regulated conditions prescribed by law for English potteries is striking.[1]

OCCUPATIONS IN POTTERY MAKING.

The processes involved in making pottery fall into three general groups: Preparing the clay; making, baking, and glazing the ware; and decorating the ware after it has been fired. In addition there are accessory occupations, such as the making of molds, saggers, and patterns.

The first group of occupations, preparing the clay, employs only men, and neither women nor children work in the rooms where the preparatory processes are carried on.

The prepared clay is passed to a skilled worker, who forms the dish or vessel desired. He has a group of helpers, among whom both women and boys under 16 appear. After the ware has been shaped and has dried sufficiently, any imperfections, such as the ridge of clay formed by the joining of the two pieces of the mold, are removed, and the ware is carried to the bisque kiln, packed in receptacles known as saggers, placed in the kiln, and fired. The packing, placing, and firing are done by men. After it has been sufficiently fired, the ware is removed from the kiln and from the saggers, put into baskets, and carried to the brushing and dressing rooms. Men bring out the saggers and do the carrying, but women help in emptying the saggers and in packing and emptying the baskets. They also help the men lift the baskets down from their shoulders to the floor.

In the brushing rooms the sand and other particles which may adhere to the ware as it comes from the kilns are removed with a coarse brush. This work is done by adult females. After being brushed the ware is immersed in liquid glaze by the "dipper," who, except in the manufacture of electrical porcelain ware, in which the dipping was done by women, was an adult male. The dipper has a helper, who may be either male or female, who places the dipped ware on a board set with upright splints and later removes any inequalities of surface due to the dripping of the glaze. The ware is then carried

[1] For description of conditions in American potteries see Bulletin of the U. S. Bureau of Labor, No. 104, Lead poisoning in potteries, tile works, and porcelain enameled sanitary ware factories.

to the glost kiln, placed in saggers, and fired a second time. After this firing the ware is dressed, i. e., any imperfections in the glazed surface are smoothed away with a flat piece of iron, this work being done by women, and it is then ready for decoration. Men and women alike are employed in the decorating department, but in general men do the skilled work, which requires long preliminary training, while women do that part of the work which can be learned in a few months.

After the decoration has been added, women are occasionally engaged to wrap high-grade ware in paper, preparatory to packing, and boys under 16 are not infrequently employed to help the packers, who are adult males, in preparing the ware for shipment.

OCCUPATIONS EMPLOYING WOMEN AND CHILDREN.

Girls under 16 may be employed in any of the lighter occupations carried on by women, but, as the table on page 259 shows, they are not relatively numerous in the industry. Boys under 16 were found employed principally as mold runners and straw boys.

MOLD RUNNERS.

The mold runner is one of the group of helpers for the workman, known variously as the jiggerman, jollyman, molder, presser, dish maker, or turner, who shapes the prepared clay into vessels or dishes. Both adults and boys under 16 are employed as mold runners. Their duties consist of bringing molds to the jiggerman, carrying away the finished ware, and placing it while still on the molds on drying racks. Usually they carry two molds or pieces at a time, the distance carried varying according to the arrangement of the establishment.

This occupation is considered one of the hardest in the industry, especially for younger persons. No skill is required. Boys appear to be in demand because they can get around more quickly than men. One pottery official stated that he knew the jiggermen worked their boys too hard, but that they would not listen to repeated remonstrances from the company. As the output increases, the work of the mold runner becomes correspondingly harder, since he is expected to keep up with the jiggerman. One illustration of the effect of the work was given by a driver, whose 15-year-old son had been employed as mold runner at $1.50 per day. Another jiggerman offered him $1.75 per day, and in spite of the warnings of his father the boy took the new position. In three weeks he was completely "knocked out" and had to give up the work. The increased speed for mold runners is reflected in increased wages.

STRAW BOYS.

The straw boys' work consists in placing straw around the finished dishes as they are packed, to prevent their contact and consequent

chipping or breakage. They usually work in a kneeling position with the straw and ware on the floor beside them. The work, which is unskilled, is not difficult, but is considered injurious because of the dust arising from handling the straw.

FINISHERS.

Following the course of the clay from its preparatory mixing through the various processes, the first stage at which female labor appears is that of finishing. The finisher, like the mold runner, is one of the jiggerman's assistants. Her work is to take the ware after it has been dried, but before it goes to the kiln, and remove any roughnesses or imperfections. She places several pieces of ware on a wheel and with a knife removes rough edges as the wheel revolves. She then applies a wet sponge, thus smoothing the ware, which is then set aside on a board to be carried to the kiln.

The work is carried on in well-lighted rooms. As the ware is partly dry before it reaches the finishers, the process is more or less dusty. Dust is constantly thrown into the air, too, from the drying racks, and rises from the clay which has fallen to the floor and dried there. The dust is the principal menace to health. A second undesirable feature is that the finisher must stand at her work, and a certain amount of leaning forward is necessary, which tends to contract the chest and throws an increased strain on the muscles of the back. The opportunities for straightening up are sufficiently numerous, however, to lessen the severity of the strain.

One peculiar situation, especially in the western potteries, is the tendency for men to displace women as finishers. Two reasons are assigned for this condition: (1) When females are employed the jiggermen must stop to assist them in moving the boards on which the finished ware has been placed. When a male finisher is employed he can do this work without assistance. (2) Owing to increased speed in the potteries the work is becoming too hard for females, and males are employed instead.

Large hollow ware, such as pitchers and jars, is formed by pressing the clay by a workman known as a presser. The assistant who does the work of finishing such pieces is called a sponger. Males are usually, but not always, employed as spongers. The work is the same and is carried on under the same conditions as finishing, except that the weight of the pieces handled makes it harder for women.

KILN DRAWERS.

The next operation in which women take part is that of kiln drawing. Males enter the kilns and bring out the saggers, from which females help to empty the ware into baskets, which the males carry

off to the brushing room. The male kiln drawers are paid a lump sum for emptying a kiln, regardless of the time actually taken. This tends to make them work at top speed, thus setting a pace for the women which not only makes their work harder, but increases the liability to injury from the lifting they must do.

The heaviest work of the female kiln drawers is that of assisting the males to remove the baskets, which weigh from 50 to 100 pounds, from their shoulders to the floor. It is said there is little danger of injury here, however, because the baskets are brought down with a swinging motion that involves no jerking. In carrying ware about the room female kiln drawers and brushers and dressers are liable to injury. A prominent physician of East Liverpool, Ohio, states that women are frequently injured by carrying heavy weights in the potteries. The women carry piles of ware, using the hips as a resting place. This presses on the internal organs, causing injury. Both kiln drawers and brushers are also liable to injury by moving baskets of ware from place to place on the floor. Usually two women work together in moving baskets, but occasionally one woman will attempt to lift them alone or to drag them. This is always dangerous and frequently results in injury.

Women are also employed as drawers at the glost kilns in which the ware is fired after it has been glazed. Their work at the glost kiln does not differ materially from that at the first or bisque kiln.

BRUSHERS.

Brushers remove all sand and other particles that may adhere to the ware as it comes from the kilns. The employees sit while at work and remove the sand with a coarse brush. The work is not hard and is practically unskilled. Usually middle-aged and old women are employed. This work is very generally recognized as dangerous on account of the dust involved. Some authorities declare that those who follow it continuously almost inevitably become asthmatic. In some of the establishments visited its inherent dangers were increased by conditions which were entirely preventable. Thus in one establishment the room in which this work was carried on was so dark that the outside doors had to be left open for light, thus making it very cold. Even with these doors open the room was very dark—"so dark," reports the agent making the visit, "that it was difficult to fill out the schedules." [1] In another plant, which manufactured sanitary pottery, an amount of lifting was required which in itself seemed objectionable, even if it were not done in an

[1] The brushers very generally work in a poor light, only one of the plants visited having had a well-lighted room for them. In a second establishment, however, a part of the brushing was in a well-lighted place.

atmosphere vitiated with dust. "Some of the pieces," notes the agent, "weigh 50 pounds or more. These must be lifted onto the table and also carried about the room." In still another establishment, although the heaviest pieces were brushed by men, "the women, who stand at their work, are obliged to lift pieces weighing at least 35 pounds."

At the time of the investigation several plants were introducing mechanical brushing devices. These accomplished the work much more rapidly than did the hand workers, but in several cases created much more dust. This difficulty could probably be met by installing suction fans to draw off the dust generated, but such an arrangement was nowhere found in operation.

Of the 60 brushers investigated, 30 per cent were 40 years old or over, 55 per cent were 30 or over, and 68 per cent were 25 years old or over, leaving only 32 per cent under 25. In four establishments visited in East Liverpool 13 women over 50 years old were found at work, of whom 11 were brushers. Two of these were over 60.

DIPPERS' HELPERS.

After it has been brushed, ware which is to be decorated by either printing or painting usually receives its ornamentation before being glazed. As these processes, however, belong to the decorating department, the work of women in connection with them will be described later. Ware not so decorated is dipped, after brushing, in a glaze, the exact composition of which is often a trade secret, but which ordinarily contains an oxide of lead or a lead carbonate, the proportion of lead varying according to the kind of glaze desired. Each piece of ware is immersed in the glaze, the dipper, always a male, except in the manufacture of electrical fittings, holding it with the bare hands. It is then passed to the helper or "taker off," who may be either male or female, who places it on a board set with upright splints, and later removes with a wet sponge, or sometimes with an apron, any inequalities of surface due to dripping of the glaze. In some establishments this latter work is a separate occupation.

None of the work in the dipping department is heavy, and with the exception of the dippers the workers require but little skill. The pieces are lifted and handled separately by the different employees. Baskets of ware are carried to the dippers by ware carriers, and the ware from the boards is placed in saggers by the glost kiln placers. The serious danger in the occupation is that of liability to lead poisoning. This danger, so far as females are concerned, is less in the Trenton field than it is in the East Liverpool field because in the former fewer women are employed as dippers' helpers. In none of the establish-

ments visited in Trenton were females employed as dippers' helpers. This was explained by the fact that in that field the kiln placers do their own smoothing by rubbing the ware in a dry state upon their aprons or with a cloth. This increases the liability of the kiln men to poisoning.

In the electrical porcelain industry females are employed as dippers. It is said, however, that lead is seldom used in the glaze in this industry, so that the work does not offer any serious menace to health.

DRESSERS.

When the glost kiln is drawn, women help in the same way as when the ware is removed after its first firing. When unpacked from the saggers, the ware is carried to the dressers, who smooth away any imperfections in the glaze, using for the purpose a flat piece of iron about 8 inches long by 1 inch wide. The work is somewhat similar to that of the brushers; but since the ware as it comes from the glost kiln is smoother and holds less sand and dust than that coming from the bisque kiln, this occupation is less dusty than brushing. There is, however, sufficient dust stirred up from the floor and from the cleaning process to make the work injurious unless careful sanitary measures are observed. The lead in the glaze adds the risk of lead poisoning to the dangers inhering in a dusty occupation.

Like the brushers, the dressers must lift or move heavy loads of ware and must help the ware carriers to lift down the baskets of ware from their shoulders.

WOMEN'S OCCUPATIONS IN DECORATING DEPARTMENT.

Six principal types of decoration are found in the pottery industry: Printing, decalcomania transferring, painting, gilding, stamping, and ground laying or tinting. Printing and painting are usually done before and the other processes after the ware has been glazed; but as to this the custom varies according to the establishment and the kind of ware handled.

The rooms in which decorating is carried on are generally dry, well heated, well lighted, and ventilated. Since the nature of the work demands good light, the tables of the workers are located along the sides of the room. The materials used in the decorating departments contain lead and accordingly require care in handling. The danger is the same as that encountered by painters generally; but owing to the relatively smaller amounts used and the greater possibilities of cleanliness in the work done in decorating pottery, liability to poison from this source may, if proper precautions are taken, be reduced to a minimum. The colors are usually mixed by the superintendent of the department, and as they are mixed in the dry state he is especially

liable to poison. The decorating department attracts the higher type of workers in the pottery industry. Among the men there are experienced engravers preparing the copper plates for the printers, painters who find here ample scope for the practice of their art, and those able to plan new designs for making the ware more attractive. The females find the work attractive, partly because of the art element it offers and also because of the character of the surroundings.

CUTTERS, TRANSFERRERS, AND RUBBERS.

When a printed decoration is used, the colored design is first prepared by engravers and printers, who are males and skilled workmen. The design is then cut out by girls or women and passed to the transferrer, who places it in position on the dish, where the rubber fixes the color by rubbing with a brush wet with acetic acid. Afterwards the paper of the pattern is removed with soft soap, water, and a brush.

In the potteries of the East Liverpool district it was quite customary to have the three operations of cutting, transferring, and rubbing performed by one person; but about Trenton, especially in the large plants, it was much more usual to find each operation assigned to a different worker.

In decalcomania transferring the work of the women is practically the same as in printing, and in this also the whole process may be done by one worker or divided among three.

Skill is required to place the print on the ware accurately. It is said to take transferrers at least one year to learn to do their work well. They sit while applying the transfer sheets, but stand while washing the paper from the ware.

Transferrers, in common with others in decorating departments, are subject to the odor of turpentine, but are not so subject to the poisons in paint as gilders, ground layers, tinters, and painters. In regard to turpentine, two leading physicians in the East Liverpool, Ohio, district emphasized the bad effects of its use. One stated that the insurance companies discriminate against those working in decorating departments. The statements of the physicians were corroborated by those at work as decorators.

Turpentine vapors in excess may produce gastric and pulmonary catarrh, slow and painful micturition and bloody urine, headache, roaring in the ears, and other nervous symptoms.

Schuler observed among the workers in calico printing marked emaciation, loss of appetite, rapid pulse, and more or less headache, which he attributed to the turpentine vapors. Small quantities of the vapor produce no unpleasant symptoms. The odor of violets in the urine is one of the remarkable effects. The use of turpentine for cleaning purposes has been known to produce obstinate eczema of the hands.[1]

[1] Bulletin of the U. S. Bureau of Labor, No. 75, p. 512.

It appears that some employees in the potteries can stand the turpentine odor much better than others. Its effects depend largely upon physical conditions.

GILDERS.

Two forms of gilding are used, one of which, known as lining, is accomplished by holding a gilding pencil against a dish which is slowly revolved on a wheel. The operation is comparatively simple, but requires close attention to insure accuracy. Women and girls are usually employed for this work.

The second form of gilding consists of filling in designs with a brush. Both men and women are employed at this work; but there is no competition between them, as the men do the artistic work, which requires long preliminary training, while the women do those parts which may be learned in a few months. The men receive higher wages and are said to be displacing the women, partly because they do better work and partly because they can move their ware about without assistance.

Gilders sit while at work. The greatest strain is on the eyes, as the work requires careful and continuous attention to insure accuracy.

TINTERS.

In tinting, the color in a liquid state is sprayed on the ware, the spraying apparatus being held in one hand and the ware in the other. The work is done at the side of the room and provision is made to remove the waste coloring matter by means of a power fan, which draws the spray out of the room through an opening in the wall. The work is done under a wooden hood which is designed to prevent the spreading of the spray through the room. The work is usually considered dangerous, even when all possible precautions are taken.[1]

STAMPERS.

The decorations around the edges of dishes, the trade-mark of the company, and other designs placed on ware, when they are of uniform character, are applied by means of hand stamps. This work, which demands neatness and accuracy but little skill, is done entirely by women and girls. The stampers sit at their work, and as a rule conditions as to light, ventilation, and temperature are good.

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[1] "If this fan exerts the proper amount of suction, and if the spray is not driven with too much force through the atomizer, and if the hood is deep enough to allow the ware to be held a little distance from the tinter, the dangers of the work have been mimimized as much as possible. * * * This work is done by both men and women and is regarded by them as rather dangerous, though the employers believe that they have eliminated all possible risks."—Bulletin of the U. S. Bureau of Labor, No. 104, pp. 19 and 20.

DECORATORS.

The decorators, who may be either males or females, are engaged in filling in designs on pottery and in doing art painting. They employ the usual painter's implements and work in general under good conditions.

It will be observed that the two groups of occupations in which women are employed in potteries, i. e., occupations connected with molding, glazing, and firing the ware and occupations connected with its decoration, differ materially in character. Nearly all the occupations of the first group were carried on under unfavorable conditions and practically every one involved a distinct occupational risk. Either heavy lifting was required, or the work was unduly dusty, or necessitated handling lead compounds or working amidst lead-laden dusts, two of these risks sometimes being combined in one occupation. Those engaged in decorating the ware, on the other hand, work much more generally under good conditions as to light and ventilation and are much less exposed to occupational risks. They incur some danger of lead poisoning, but their risk does not equal that of the dipper's helpers and dressers, for instance, who are continually handling lead glazes or working in lead dusts.

These occupational risks are not, for the most part, inevitable features of the work. Strict cleanliness in the work places and the use of exhausts and suction fans would reduce the dangers from dust to a minimum, while the risk of lead poisoning could be much diminished by these measures and by certain additional precautions, enforced by law in Great Britain and voluntarily adopted by a few manufacturers in this country.[1]

THE LABOR FORCE.

The relative number of men and women employed differs from one pottery to another, according to the kind of ware handled, the custom of the locality, and the greater or less difficulty of securing a full supply of labor of one sex or the other. Naturally, where heavy ware is manufactured the number of females employed is apt to be less than in establishments producing small, light articles. Thus in one of the potteries visited, which manufactured sanitary ware, of 145 employees only 13, or 9 per cent, were females, while in another establishment in the same locality, which turned out hotel china and general ware, 38.9 per cent of the 262 employees were women.

In general it seems customary to employ women more numerously in the industry in Ohio than in New Jersey. In 1905, of the 9,487 workers employed in making pottery, terra cotta, and fire-clay

[1] For a full discussion of the present situation in this country in respect to lead poisoning in potteries, see Bulletin of the U. S. Bureau of Labor, No. 104.

products in New Jersey, women formed 10.1 per cent and children under 16 formed 2.8 per cent. In Ohio in the same year women formed 21 per cent and children under 16 only 0.7 per cent of the 15,919 employees engaged in the same group of industries.[1]

Part of this difference is due to local custom. As already noted, women were not found employed as dippers' helpers in the potteries visited in the Trenton district, while they were found quite extensively so employed in the East Liverpool district of Ohio. Part is also ascribable to the difference in the industrial openings for women in the two districts. In the great eastern center of the industry, Trenton and its vicinity, a variety of other industries are carried on affording numerous opportunities for women to find employment. But in the East Liverpool district pottery making is so nearly the sole industrial interest that in 1900 of the total wage earners employed in all industries in that city 87.4 per cent were in the potteries.[2] Naturally, under such circumstances women who enter industrial life have little choice as to what they will do, and go into the potteries numerously simply because there are few other places for them to go. The extent to which the sex distribution of the workers is affected by local circumstances is shown by the table given earlier and by the following summary:

PER CENT WHICH FEMALE WORKERS ARE OF TOTAL WORKERS, BY ESTABLISHMENTS—POTTERY.

Establishment number.	State.	Number of workers.	Female workers.	
			Number.	Per cent.
1	New Jersey	280	76	27.1
2	Do	262	102	38.9
3	Do	238	85	35.7
4	Do	145	13	9.0
5	Pennsylvania	55	3	5.5
6	Do	21	3	14.3
7	Ohio	490	119	24.3
8	Do	235	76	32.3
9	Do	223	66	29.6
10	Do	119	25	21.0
11	Indiana	309	76	24.6
	Total	2,377	644	27.1

PER CENT WHICH FEMALE WORKERS ARE OF TOTAL WORKERS, BY STATES—POTTERY.

State.	Per cent.
New Jersey	29.8
Pennsylvania	7.9
Ohio	26.8
Indiana	24.6

[1] These per cents are computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Part III, p. 916.

[2] Twelfth Census, 1900, Manufactures, Part II, p. 686.

There is also considerable variation among the different establishments and different localities in regard to the employment of children under 16. The figures already given (see table, p. 259) show the difference between New Jersey and Ohio in this respect. It will be noticed that 9 of the 11 potteries visited had employees under 16 years of age, the number per establishment ranging from 1 up to 23.

The employment of children is affected by a system of subhiring found in the potteries. The skilled workers are frequently paid a lump sum, from which they pay their own helpers. Under this system the management has no voice in selecting the helpers and accordingly can never be sure that some employee has not brought in a child under 16 years of age to work without reporting him to the office and without securing the work certificate required by law. In one Ohio pottery employing 10 males under 16 no work certificates could be shown. In another, where 7 children under 16 years of age were employed, 3 were without certificates. Conditions in the New Jersey potteries visited were similar in this respect.

Notwithstanding this difficulty in the enforcement of the law, comparatively few children were found at work. Of the 2,304 workers for whom definite information as to age was secured, but 4.1 per cent were under 16 years of age.

AGE OF EMPLOYEES.

Table I shows the age distribution of the workers according to sex for each State visited. The difference between the sexes is striking. The proportion of female workers less than 16 years old is nearly twice that prevailing among the males and in each one-year age group up to 22 the females show the higher proportion. Beginning at 16 years old the male proportion shows but little variation from year to year up to 25; beginning at 16 years with a percentage more than twice that of the male workers, the female proportion increases rapidly, reaching its maximum at 18, from which point it declines until at 24 it is but little more than it was at 14. Not far from one-fourth of the female workers (23.84 per cent) were from 18 to 20 years old, while only a tenth (10.65 per cent) of the males were of these years. Less than two-fifths (38.77 per cent) of the female workers were 25 years of age or over, while the same age group among the males comprised nearly two-thirds (63.85 per cent) of the total employees.

The age distribution of the female workers differed somewhat from State to State. Omitting Pennsylvania, in which only six women were considered, the number of women studied and the proportion in several age groups were as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—POTTERY.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
New Jersey	270	30.37	47.04	29.63
Ohio	285	10.20	24.91	52.98
Indiana	81	32.10	54.32	16.05

In spite of the difference in the size of their groups, New Jersey and Indiana show a good deal of similarity in the proportions in the two younger age groups, while Ohio has a markedly higher age level than either of the other two. It is possible that this is in part due to the scarcity of the industrial openings for women in the Ohio district.

RACE OF EMPLOYEES.

Table II, giving the race of the workers, shows how largely this industry is in the hands of English-speaking people. Taking the workers without distinction of sex or age, it appears that the Americans, English, and Irish form over three-fourths of their number. The Germans form the only other race group of any considerable size, accounting for 13.04 per cent of the total.

Among the females the English-speaking races are slightly more in evidence than in the whole group. The Americans form an even half of their number as against 48 per cent of the males. The English are a little less and the Irish a trifle more numerous among female than among male workers. Germans also are more numerous among the women, comprising 14.6 per cent of their number. None of the newer immigrant races are sufficiently numerous to require mention.

An interesting fact shown by this table is that the English-speaking workers are less numerous proportionately among the children than among the adults, and this difference is more marked among females than males. Thus among the females the Americans, English, and Irish form 80.1 per cent of the workers aged 16 years or over, and only 57.5 per cent of those under 16 years of age; for males the corresponding percentages are 77.6 and 65.4. This may mean only that the English-speaking races are less willing than others to let their children begin work early, or it may mean that the process has begun in the potteries which has been carried out in some other industries—the driving out of those who first manned an industry by successive immigrant races. It is to be remembered, however, that the female workers, who show the greatest difference in this respect, are for the most part unskilled workers, and that naturally it would

be much easier for the newer immigrants to fill their places than those of the males whose work demands skill and training.

Considering females only, the proportion of the leading races in certain age groups was as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY FOUR LEADING RACES—POTTERY.

Race.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
American	322	22.0	38.8	35.1
English	111	9.9	26.1	57.7
German	94	27.7	44.7	25.5
Irish	72	20.8	33.3	51.4

CONJUGAL CONDITION.

Table IV gives the conjugal condition of the workers of each sex by race and by age. The proportion of women in the industry who are or have been married—27.1 per cent—is somewhat in excess of that prevailing in manufacturing and mechanical pursuits generally, which in 1900 was given as 24.1 per cent.[1] The excess is small, but in view of the large proportion of young women among these workers it might naturally be expected that the proportion of married women would fall below rather than rise above the general level. Some explanation of the proportion of the married may possibly be found in the nature of the work done by women in the potteries. For the most part it requires little either of experience or of training, and therefore is especially available for the married woman who finds it necessary to become a wage earner and who can not afford the time for preliminary training.

The four leading race groups show a decided variation in the proportion of married among their female workers.

Of the Americans 74.1 per cent were single, of the English 60.4 per cent, of the Germans 84.9 per cent, and of the Irish 68.1 per cent. These proportions show a rough correspondence with the age grouping of the several races. The correspondence is not exact, but a relation between age and conjugal condition is strongly suggested. If consideration be restricted to those who are married but not widowed, these races show the same order, though with different proportions.

[1] Twelfth Census, 1900, Statistics of Women at Work, p. 170. This is the percentage married of women aged 16 or over. If the girls under 16 be excluded, the pottery workers show 28.9 per cent who are or have been married.

PER CENT OF FEMALE WORKERS MARRIED BUT NOT WIDOWED, BY FOUR LEADING RACES—POTTERY.

Race.	Per cent.
American	18.5
English	28.8
German	11.8
Irish	22.2

HOURS OF LABOR.

The following table shows the working hours, the time allowed for lunch, and the amount of overtime, when any was found, for each of the factories visited. A 10-hour day is not usual, but the regular daily hours nowhere fall below 9; in most cases these are shortened on Saturday, but there is only one case in which this decrease is sufficient to bring the weekly hours down to 50.

Some differences in hours exist within the same establishment. Thus in pottery No. 1 a 54-hour week prevails for the majority of the workers, but the women in the decorating department, 17 in number, have a 57½-hour week. In pottery No. 3 three sets of hours prevail. The machinists have a 48-hour week, other adult males a 52½-hour week, and the rest of the employees, comprising 70 women, 8 girls, and 15 boys, have a 57½-hour week. No explanation is made of this lengthening of hours for the two classes in whose behalf they are apt to be shortened.

A full hour was usually allowed for luncheon, a detail of considerable importance in an industry in which it is so desirable that the employees should not eat in their work places and should have time for careful ablutions before taking food. Overtime was neither common nor serious.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—POTTERY.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	New Jersey	9	9	.....	54	60	.....	.....
		9	9	.....	54	60	12	3
		10	7½	.....	57½			
2	Do	9	9	.....	54	60	.....	.....
		9	7	.....	52			
3	Do	9½	5	.....	[1] 52½	30	12	3
		10½	5	.....	57½			
4	Do	9	7	.....	52	60	.....	.....
5	Pennsylvania	10	8½	.....	58½	[2] 30	.....	.....
6	Do	9	5	.....	50	60	.....	.....
7	Ohio	9	8	.....	53	60	.....	.....
8	Do	9	8	.....	53	60	.....	.....
9	Do	9	8	.....	53	60	.....	.....
10	Do	9	9	.....	54	60	.....	.....
11	Indiana	9½	9	.....	[3] 56½	60	.....	.....

[1] Except machinists, 8 hours per day, 48 hours per week.
[2] Permit for shortening lunch period on file.
[3] Alternate weeks one-half hour less.

EARNINGS.

Table VI gives the weekly earnings of pottery employees for a representative week in considerable detail. The figures showing the earnings of males are interesting in this connection chiefly as emphasizing the extent to which men hold the skilled and better-paid positions in the industry. It will be noticed that approximately only one-fourth (25.9 per cent) of the total group of males earn less than $8 a week, while very nearly three-fourths (72.2 per cent) of the women fall below this sum; more than three-fifths of the men earned $10 or over in the week chosen for study, while only a little over one-eighth (13.8 per cent) of the women reached or exceeded $10.

Looking at the earnings in connection with the age of the workers, it is apparent that while increased years have an effect on earning capacity, the better paid women are not numerous at any age. The age group 21 to 24 years shows a larger proportion than any other of workers earning $8 or over, yet three-fifths of the group did not reach this figure. Twenty per cent of these workers reached or passed $10 in the week under consideration, while in the next younger age group, 18 to 20 years, less than half as many proportionately (8.56 per cent) earned $10 or over. The age group 20 to 24 seems to represent on the whole a higher earning capacity than any other group. The older women, aged 25 years or over, show a very slightly larger per cent earning $10 or over, but this is counterbalanced by the decidedly larger per cent among them who earned under $6. A full sixth of these older women earned less than $4. The proportion of the workers in each earnings group varied considerably, according to the locality. Omitting Pennsylvania, since only six women workers were found in the potteries studied there, and considering only those who were aged 18 or over, the number studied in each State and the proportion in certain earnings groups are as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—POTTERY.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
New Jersey	188	27.13	46.80	69.15	14.36
Ohio	256	20.70	37.11	57.03	21.87
Indiana	54	72.22	79.63	92.60	3.70

The proportions shown for Indiana are so different from the others that it seems probable they are attributable to some local cause

which, owing to the small number considered, has a disproportionate influence. The really significant feature of the table is the large proportion everywhere found in the groups of low earnings. Even Ohio, which presents the most favorable situation, shows one-fifth earning less than $5 a week, and nearly two-fifths earning less than $6. Except in Indiana the proportion earning $10 or over is larger than in most of the industries studied, but this does not materially bring up the earnings of the group as a whole.

In considering these figures it must be borne in mind that they do not represent average earnings, but simply show what was actually earned in the particular week studied. They do not, therefore, give any idea of the yearly earnings which would show the effect of seasons of slack work, legal holidays, absence through illness, or any other causes which might interfere with continuous work.

SUMMARY.

As seen in this investigation the pottery industry offers few desirable positions to women. Some of the work in the decorating department has the interest which attaches to any artistic pursuit and is carried on under pleasant surroundings. This work demands training and skill, but there seems no reason why women should not go into it more numerously than they do at present. There are a few positions as forewomen, too, which are open to those with ability to fill them. But in the main the work done by women is unskilled and uninteresting, involving heavy lifting or exposure to injurious dusts, or both, is carried on in surroundings which are needlessly unhygienic, and commands a low level of wages.

In regard to this latter point it is worth noticing that another investigation showed that out of 1,235 department store girls living at home, 65.4 per cent averaged $6 or over throughout the year, and of 3,338 factory girls 58.8 per cent averaged the same earnings.[1] But of the women considered in this investigation only 47.34 per cent earned $6 or over during the particular week studied, and their average earnings for the year would almost inevitably have run lower. In age distribution the store girls show exactly the same proportion over 20 years old—54.8 per cent—as the pottery employees; the factory girls are younger, having only 45 per cent over 20 years of age.

The work does not involve competition between males and females, each sex having its peculiar occupations. Both are employed as decorators, but even here the women take the simpler and less skilled work. The system of payment by piece rates enforces rapid work, but there was no pace setting by machinery, and in general the work did not seem to be carried on at a feverish pace.

[1] See Vol. V of this Report, Wage-Earning Women in Stores and Factories, p. 23.

RUBBER AND ELASTIC GOODS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

This industry employs a considerable number of women and children, although together they form but a trifle over one-third of its wage-earners.[1] The following table shows the location of the factories visited and the number of children and adults employed in each:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—RUBBER AND ELASTIC GOODS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Connecticut	441	74	2	3	5	520
2	Do	32	62	.....	3	3	97
3	Do	107	138	4	3	7	252
	Total	580	274	6	9	15	869

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 3 RUBBER-GOODS FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	580	66.7
Females	274	31.5
Under 16 years:		
Males	6	.7
Females	9	1.0
Total	869	100.0

CHARACTER OF THE INDUSTRY.

The manufacture of rubber and elastic goods first appears as a separate industry in the census of 1880, when its average number of wage earners was reported as 6,759. In the following 25 years the number of wage earners was more than trebled, a great impetus being given to the industry by the rapid growth of automobile manufacturing with its demand for rubber tires, mats, etc.

The industry is scattered through most parts of the United States, but the bulk of the manufacturing is done in Ohio and a few of the Atlantic Coast States. In 1905 Massachusetts showed a larger number of employees in this industry than any other State, Ohio coming second, and Connecticut third. In value of product Ohio led, Massa-

[1] See Special Reports of the Census Office, Manufactures, 1905, Part I, pp. 62–65. Women over 16 formed 32.8 per cent and children under 16 formed 1.8 per cent of the average number of wage-earners in the industry.

chusetts came second, and Connecticut third. Massachusetts led in the number of women employed.[1]

REGULARITY OF THE WORK.

The industry is not in the slightest degree seasonal. It fluctuates according to the prosperity of the country and general trade conditions, but is normally steady. Overtime was rare.

CHARACTER OF THE WORK.

Several distinct branches of the industry were carried on in the factories visited in this investigation. First, the crude rubber was converted into its commercial form. This was done wholly by men. Much heavy work was involved and some of the processes were dirty and others involved fumes which were exceedingly unpleasant and possibly injurious. Bicycle and automobile tires and accessories were manufactured, elastic webbing was woven, dress shields and similar goods made, and a few hard-rubber articles molded. Tire making was the only one of these lines in which women were found employed in any dirty or dusty processes. In the other processes the work was clean, and the workrooms were kept in excellent condition.

Women were found in both machine and hand occupations, the machine processes being on the whole the more numerous. Their work was for the most part light and presented few objectionable features. It required speed and dexterity but little skill, the skilled occupations being almost entirely in the hands of men. Machines were very generally safeguarded and risk of accident seemed slight.

COMPETITION BETWEEN THE SEXES.

The relative numbers of the sexes naturally depends largely upon the particular kind of product a factory is turning out. When automobile tires and similar heavy articles are the main product men predominate; where dress shields and such light articles are made women are most numerously employed. In the industry as a whole, women seem to be decreasing relatively. In 1880 females over 16 formed 35.9 per cent of the wage earners in the industry, and by 1890 they had increased to 46.8 per cent, that being their high-water mark. In 1900 they again formed 35.9 per cent of the workers, and by 1905 their proportion had fallen to 32.8 per cent.[2] An explanation of this falling off in the employment of women is perhaps found in the increasing importance of the manufacture of automobile accessories, on which much of the work is too heavy for women.

[1] Special Reports of the Census Office, Manufactures, 1905, Part I, pp. 376, 377.
[2] Special Reports of the Census Office, Manufactures, 1905, Part I, p. lxxxi.

GENERAL SANITARY CONDITIONS.

In two of the establishments visited the conditions under which women and children worked were in the main very good. Workrooms were clean and well ventilated, toilet accommodations were sufficient and well kept, machines were carefully safeguarded, washing facilities were sufficient, and there seemed a general intention to maintain clean, healthful, and satisfactory conditions. In one of these, however, in which 125 women were employed in occupations in which they found it desirable to wear special working clothes, no dressing rooms were provided in which to make the change. The third establishment provided dressing rooms, but left much to be desired in the way of cleanliness, both in its workrooms and in the toilet accommodations provided.

OCCUPATIONS WITHIN THE INDUSTRY.

These differ materially according to the product of a given factory. Women and children were least numerously employed and were found in the fewest occupations in the departments in which bicycle and automobile accessories were produced. In these the crude rubber is prepared for use by men, making its appearance in the manufacturing departments in two forms—sheets of thin rubber tissue and sheets or strips of what is known as fabric, i. e., cotton cloth coated on one or both sides with rubber, of which the outer covering of automobile tires and of some bicycle tires is made.

JOINING FABRIC.

This is the first occupation in which women were found engaged. The fabric, cut by machine or hand into strips of the desired width and length, is brought to the joiners, who, standing before a long wooden table, spread out the strips, brush them with cement, and fold one over the other, thus joining the two strips, and continue the process until they have built up the fabric to the desired thickness. The work demands no skill and is not hard, but the worker must stand all day.

TUBE MAKING.

The tube maker, who must also stand all day, works with rubber, cement, and a hollow iron pipe. Laying the pipe upon a sheet of rubber, she brings the edges of the rubber together around it, laps one slightly over the other, and cements them together. She then cuts out a small piece of rubber, making the aperture through which air is pumped into the tube, and removes the tube from the pipe.

ROUGHING.

From the tube maker the tubes go to men, who vulcanize them, and next they are taken to the rougher. Seated before a table on which there is a small steel scratch brush, she inserts a small brass tube into one end and roughs off the ends by means of the brush, so that cement will hold when placed upon it; she also roughs off a place upon the tube for the patch. The process creates a good deal of dust, and is consequently a very dirty one, especially in the summer months, when the roughers are apt to be perspiring freely. No skill is required.

BICYCLE-TIRE MAKING.

This operation is much the same as making the tube, except that layers of fabric are first cemented around the iron pipe. The tire maker rolls the fabric with a small iron hand roller until all parts are perfectly smooth, cuts the opening and inserts the cot, and finally puts on the outer rubber tube, using compressed air in the process. The work requires some skill and is less monotonous than most of the operations in which women are engaged in this department. A variation of this is making what is known as the Dunlap tire, in which the inner tube is placed upon a wooden wheel or form and layers of fabric cemented around it until the tire has been built up to the desired size and thickness. Men also work at this process, which is considered the most skilled of those in which women are employed.

These are the main occupations in which women were found employed in the manufacture of bicycle and automobile accessories. To some extent females were found in a few other minor operations. They inspected work, put valves in tubes, fed rubber into the tube-making machine, etc., but none of these operations involved any skill or made any demand upon the worker beyond that involved in doing one trivial operation over and over all day long.

In the manufacture of the molded hard-rubber goods turned out by these establishments women take no part beyond that of trimming off any superfluous rubber left on them by the imperfections of the mold, or at the seams where the parts of the molds joined imperfectly. Some of these products, especially flat rubber disks, are trimmed by means of punching presses, while in the case of others the extra rubber is cut off by means of scissors. The presses have no guards, although the girls operating them have to place the disks under the punches and remove them again by hand. In both kinds of trimming the workers are seated.

In the manufacture of dress shields and specialties women and girls were employed in a variety of light occupations. Two kinds of shields were made, one of stockinette, which is a very thin net goods rubberized or made partially waterproof, and the other of a very thin

coat of rubber over cloth. The cloth, or—in the case of the second kind of shields—the cloth and the rubber were first cut into shape on a press operated by a man, by which a number of thicknesses were cut through at once. These thicknesses were apt to stick together, so the piles were first taken by young girls, who separated the pieces, laying them in order for the next worker, known as the cementer.

CEMENTING.

As the shield comes from the cutter it is in two crescent-shaped pieces, one slightly larger than the other, which have to be joined or cemented together along the inner edge of the crescent to form the two wings of the shield. Spreading the pieces before her, the cementer covers about one-eighth of an inch of the inner edge of each with cement, places the two cemented edges together, and lays the shield aside to dry. The work must be done rapidly, as there is a quick-drying solution in the cement. It is unpleasant work, because the cement is apt to get upon the hands and the clothes, but it is light and may be done either seated or standing.

SEAMING.

The cover for the shield, which has also been cut in two crescent-shaped pieces, is next sewn together by the seamer. This is a simple sewing-machine operation.

BINDING.

This, which consists of binding together the rubber and the cover parts of the shield, is also a sewing-machine operation. The covers and shields are brought to the binder, who puts the edges of the two together and, holding them in position, runs them through the machine. This machine has a small binding-tape attachment, and as the operator runs the work through the tape is fed in so that it is folded over the edge of the shield and is sewed down, forming the binding. The work demands more attention than seaming; for, although the tape is fed in automatically, it requires some watching, and the round shape of the shield makes the feed of the goods more difficult; nevertheless, a high speed is often attained.

TACKING.

If the shield is to be ornamented with lace, it next goes to the tacker, who sews the lace on by hand.

CLIPPING.

Sometimes the two wings of the shield do not match up evenly, and when such is the case the edges are trimmed off with scissors by women, who sit at their work.

CUTTING-MACHINE OPERATOR.

Some shields, instead of having a binding put on, have a serrated edge, which is made sometimes by an automatic machine and sometimes by a small hand machine. In either case putting on this edge is light and easy work, requiring very little skill.

At this point nothing remains to be done but to fold, inspect, and pack the shields, all of which are light occupations and performed by women or young girls.

One other product was turned out by the factories visited—elastic web for suspenders, garters, and hose supporters. In this women and girls were engaged in spooling, warping, weaving, and finishing. All these operations were performed in connection with machinery. The yarn, after being dyed by men, was brought to the spoolers, who placed it on reels and wound it from them onto spools by means of a machine winding several spools at a time. Taking these spools, the warpers place the requisite number of them in a warping frame and, collecting the ends of the thread from each, secure them to another spool which will hold 1,000 yards or more of the warp. The threads from the small spools are now all wound on the large warping spool, where they lie parallel with each other ready for the loom.

The warping of the rubber threads is done by men and boys. It is a hand operation, no machine having as yet been devised which will distribute the rubber with the even tension which is necessary for the successful production of elastic web.

The rubber and yarn warps are adjusted in the loom, the woof placed in the shuttle, and the operations of weaving performed exactly as in the production of any other kind of cloth. Men, women, and children are all engaged in this occupation.

From the looms the web is carried to the finishing rooms, where men burn off the nap and calender it, and women measure, cut off, and fold the bolts, all these processes being carried on by the aid of machinery.

All the machines used in this manufacture were safeguarded; women were not engaged in any heavy or injurious occupation, and working conditions were good.

THE LABOR FORCE.

The table already given on page 277 shows the number of wage earners in the factories visited and their sex distribution. The proportion which females over 16 formed of the employees of each factory varied from 14.2 per cent in establishment No. 1 to 63.9 per cent in establishment No. 2, while the proportion of children under 16 ranged from 0.96 per cent in establishment No. 1 to 3.09 per cent in establishment No. 2. For the whole group the proportion of females over 16 was 31.5 per cent, and of children under that age 1.7 per cent.

AGE OF EMPLOYEES.

Table I shows, by sex, the ages of the 858 employees for whom these facts were gained. The most striking feature of this table is the relatively high level of the female workers. Not 4 per cent of them were under 16; not quite one-sixth were under 18; less than one-third were under 20, while practically two-fifths were aged 25 or over. The proportion of each sex found in certain age groupings was as follows:

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—RUBBER AND ELASTIC GOODS.

Age group.	Males.	Females.
Under 16 years	1.03	3.60
16 and 17 years	4.48	12.59
18 and 19 years	3.45	14.38
20 to 24 years	17.77	29.86
25 years and over	73.27	39.57

The difference in the age distribution of the sexes is considerable, but not nearly so marked as in many of the industries studied. The age of greatest concentration was for females 18 years, for males 24 years.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the employees for whom these facts were gained. The Irish were the leading race, furnishing one-fourth of the workers; the Americans came next with something over one-fifth; the Italians followed with a little more than one-eighth, and no other race furnished as much as one-twelfth of the whole group. Among the female workers the Irish were much more numerous and the Italians relatively fewer than in the group as a whole. In general the newer immigrants were more numerously represented among the men than among the women, and among the workers over 16 than among those under that age. In other words, there is no indication that newcomers are driving out native-born women and those of the earlier immigration.

CONJUGAL CONDITION.

Table IV shows by sex and age the conjugal state of the workers for whom these facts were gained; 62.76 per cent of the male as against 21.22 per cent of the female workers had been married. As compared with the female workers in other industries studied, these show an unusually large proportion of those who had been married, a fact which is probably closely related to their higher age level. Only two workers under 20, one man and one woman, were found among the married.

Of the women of the three leading races the Italians showed the largest proportion, 40 per cent, who had been married, the Irish came next with 21.0 per cent, while the Americans came last with 14.8 per cent. If the question be shifted to those who were married but not widowed, the relative positions of these three races are the same, though the two latter show a much closer approach, the Italians still leading with 40 per cent, but the Irish and the Americans showing, respectively, 13 per cent and 12.3 per cent.[1]

HOURS OF LABOR.

The following table shows the daily and weekly hours of work and time for lunch in the establishments visited. There was comparatively little variation in hours, the 10-hour day with a reduction in two cases on Saturday being the rule in all three establishments. So far as the female workers were concerned, there was no overtime.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—RUBBER AND ELASTIC GOODS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Connecticut	10	5	.....	55	60	[1] 96	15
2	Do	10	9	.....	[2] 59	60	.....	.....
3	Do	10	10	.....	[2] 60	60	.....	.....

[1] Men only.
[2] Except men in one department working night or day shift, 12 hours per day, 72 hours per week, time for lunch irregular. Establishment operates 55 hours per week during June, July, and August.

EARNINGS.

Table VI shows by sex and by age groups the earnings during a given week of the 852 employees for whom these facts were gained. The difference between the sexes in this respect, while very marked, shows some peculiarities. Both sexes, for instance, show a very small proportion in the group of lowest earnings, but the difference between these proportions is decidedly less than in many of the industries studied. Among the workers under 18, again, the males for the most part show actually a larger proportion than the females in the groups having small earnings. Among the older workers the more usual relation prevails, the females showing a much larger proportion who earn under $4 or $6 or $8 per week.

Considering only the females, the earnings showed a higher level than in most of the industries studied, only one-third earning less than

[1] These per cents according to race are computed from figures shown in Table V.

$6, and about one-sixth (16.91 per cent) earning $10 or over. Also the proportion of those earning higher wages shows a more regular increase as the higher age groups are reached than is often the case. More than half of those aged 25 or over earned at least as much as $8 during the week under consideration.

Among the women aged 18 or over, about one-eighth earned under $5, nearly one-third (28.8 per cent) earned less than $6, something over one-half (56.7 per cent) earned under $8, and practically one-fifth (19.7 per cent) earned $10 or over.

SUMMARY.

The manufacture of rubber goods and elastic webbing employs women in a variety of occupations, the majority of which are either machine operations or performed in connection with machinery. The industry is not seasonal, and in the factories visited the women were not called upon to work overtime. A number of the occupations required continuous standing, and a few presented disagreeable features, such as the production of dust in roughing, and the handling of cement in various cementing operations. In the main the machines at which women worked presented no dangerous features, though a few stamping presses were found unguarded. Conditions of cleanliness, ventilation, etc., were excellent in two of the establishments visited.

The age level of the women employed was rather high, very nearly seven-tenths being 20 or over. Racially the Irish predominated, and the Italians were the only one of the newer immigrant races who formed any considerable proportion of the workers. The earnings of women during the week studied were high as compared with most of the industries investigated, two-thirds of their number earning $6 or more, and almost two-fifths reaching $8 or over.

SHIRTS, OVERALLS, AND UNDERWEAR.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

This branch of the garment-making trade employs a large number of women, since the work is lighter than in the manufacture of men's outer garments in general. In the establishments visited, shirts, especially negligee, flannel, and outing shirts, were the leading product, but overalls and underwear were also manufactured. The following table shows the location of the establishments visited and the number, by sex and age groups, of the employees in each:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—SHIRTS, OVERALLS, AND UNDERWEAR.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Illinois	16	195	.....	10	10	221
2	Indiana	45	700	10	40	50	795
3	Maryland	129	760	5	57	62	951
4	Do	46	473	5	40	45	564
5	Do	333	954	37	171	208	1,495
6	Louisiana	10	82	.....	13	13	105
7	Do	.....	14	.....	2	2	16
8	Do	3	39	1	1	2	44
	Total	582	3,217	58	334	392	4,191

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 8 SHIRT FACTORIES.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	582	13.9
Females	3,217	76.8
Under 16 years:		
Males	58	1.4
Females	334	8.0
Total	4,191	100.0

CHARACTER OF THE INDUSTRY.

The manufacture of shirts, etc., in factories had attained considerable proportions by the time the census of 1880 was taken, and since that date each census has shown a large increase in the industry. Between 1880 and 1890 the value of the product increased by 67 per cent, and ten years later an increase of 40 per cent was shown. In 1905 there appeared an increase of 8.2 per cent in value of product over the value of product in 1900.[1] During this five-year period the number of employees decreased slightly, but as wages paid and value of product both increased [2] this decrease in the labor force was probably due to improvements in machinery. Certainly it did not indicate any falling off in the industry.

The industry is widespread, being found in 33 States. New York is by far the leading State in the industry, having in 1905 more than one-third (225) of the whole number of establishments and employing 29.6 per cent of the total average of wage earners in this industry in the United States. Next in number of wage earners comes Pennsylvania; Maryland stands third, and New Jersey fourth.[3]

[1] Special Reports of the Census Office, Manufactures, 1905, Part I, p. cxlv.

[2] Ibid, p. cxliii.

[3] Ibid, pp. 390–393.

CHARACTER OF THE WORK.

As to whether or not the work could be called seasonal, there seems some difference of opinion. In the Louisiana factories it was reported as being fairly regular, with very little slack time and almost no overtime. In the factories in the more northern States some slack time in the summer was reported, while overtime seemed to be a matter of individual policy on the part of the factory managers rather than a matter of trade necessity. In the factories reporting a rush season, it was apt to occur in January, February, and March, when the goods for the summer demand had to be made up.

The work is chiefly machine operating, with a few accessory hand operations. Except in a few occupations, such as cutting, only a low degree of skill is required. The work is very highly subdivided, each worker having one simple operation which must be repeated over and over. As payment is usually by piece rate and as these rates are not high, there is strong incentive to rapid work.

The piece prices range from 8 cents per dozen for making collars to 27 cents per dozen pair for sleeves. To earn anything worth while it is necessary to turn out a large number of these each day. This requires the operator to watch her movements closely and pay strict attention to her machine. On either side and in front of her are others doing the same. With this environment and with the accompaniment of the noise of the various machines it is easy to believe that a woman's nerves must be on edge most of the time and that the nervous tension under which she works is as bad, or worse, than the position which she usually assumes when stooping over her machine. This is a crouch or hunch, which, if maintained for any time, must be harmful.[1]

There seemed but little danger from the machinery, which for the most part consisted of power-driven sewing machines. There was a rather general lack of skirt guards beneath the tables, and in one or two instances dangling belts and unguarded gearings were found.

GENERAL SANITARY CONDITIONS.

In its nature the work is clean, and for the most part the surroundings were sanitary. In four cases insufficient toilet accommodations were furnished, but in all cases they were kept clean, and reasonable privacy was assured. It was a general custom for the female workers to put on special clothes for their work, changing to street clothes before leaving the factory. All the establishments visited in Louisiana, one in Illinois, and one in Maryland, had dressing rooms for this purpose, but the others made no provision for it. The three Maryland factories offered no facilities for washing beyond sinks in the washroom, neither towels nor soap being furnished. The other

[1] Report of agent on ——— factory.

establishments all furnished these two items, and three of them had separate washrooms. The workrooms were generally clean and well cared for.

OCCUPATIONS WITHIN THE INDUSTRY.

There are three very general divisions of the work—cutting, making, and laundering or pressing—after which the finished product is ready for packing. In the cutting department men and boys work almost exclusively.[1] In the making up or operating department women and children monopolize the work, and in the laundry department men and women alike were found. The following list of occupations in which women, or women and children, were found employed, shows the degree to which subdivision of work has been carried:

Spreading.
Cutting (one woman).
Rag sorting.
Operating sewing machines.
Trimming.
Button holing.
Running eyelet machines.
Examining.
Sewing on buttons.
Marking places for buttons.
Buttoning.
Folding.
Bobbin winding.
Turning cuffs.
Washing.
Starching.
Sprinkling.
Ironing.
Pressing.
Sorting.
Folding.
Packing.
Supervising.

CUTTING.

The cutting is done in general by electric machines, such as are used by clothing cutters, though knives and shears are also used. The cloth is first spread taut upon long tables, a number of thicknesses being placed one above the other. This is very generally done by boys. The patterns are marked upon the topmost layer in such a way as to waste as little as possible of the material, and by these the cutter guides his knife or cutting device, cutting the entire depth of the cloth at one stroke.

Only the large pieces are cut in this manner, the smaller parts being made from the scraps of this first cutting. These scraps are gathered up and sent to the die stamper, by whom they are laid smoothly one on top of another and placed in a large press. A hollow steel die the shape of neckband, collar, cuff, or pocket, is put on top of the cloth, the stamper presses a treadle, and the head of the press descending on the die forces it through the cloth.

[1] In one establishment having 39 cutters 1 was a woman; no other female cutters were found.

MACHINE OPERATING.

The various parts thus cut out by the cutter and die stamper are tied together in bundles and sent to the sewing machine rooms. In general, these were large rooms with the machines arranged in double rows down their length, the operators facing each other. The machines were run by electric or steam power, each worker operating her machine by a treadle. The work in this room is highly systematized, especially in the shirt making, in which each worker performs but one operation, and that so simple that it can be done several times a minute. There is no chance for relaxation or change of position; the operator must keep her eyes fixed on the needle, and devote her whole attention to feeding the work in properly.

One group of workers stitch the shoulders together and pass the shirts on to another group who stitch up the sides. The women of these two groups are called seamers. Next the hemmers receive the goods and hem the bottoms. Next the sleeves are stitched in, the cuffs put on, the fronts prepared for the buttons and buttonholes, and the neckbands stitched on, each operation being performed by a different worker. The marker then marks with a lead pencil the places for the buttons and buttonholes. The buttons are sewed on and the buttonholes made by other operators, using machines which are only slight modifications of the sewing machine.

The making of overalls was not subdivided so much as the making of shirts, each pair passing through only three hands. The overall operator makes up most of the garment, the overall seamer runs the seams at the sides of the legs, and the bottoms are hemmed by the overall hemmer. None of the work connected with overall making requires much skill, as the garments do not have to be very accurately finished. The work is heavier than that done by the shirt operators, and the material, which in these factories was usually khaki or denim, is not so easy to handle.

The blouses or coats that go with overall suits were made by two workers. The coat operator made the front and back, sewed up the shoulder, and put on the collar. The coat sleever and seamer then took the coat, made and sewed in the sleeves, and stitched up the side seams. None of these operations demanded much skill.

TRIMMING OR THREAD CUTTING.

After the machine operations have been finished, loose ends of threads must be removed and occasionally surplus pieces of cloth must be cut away. The women and girls who do this are known as trimmers or thread cutters.

The occupation is not hard and requires no skill, but is exceedingly monotonous. The workers sit all day holding the garments in their laps and stooping above them as they work in a constrained and unnatural position, which soon develops into a sort of habitual droop.

FOLDING.

Some of the cheaper garments are folded without being either laundered or pressed. No skill is required for this, since the garment is merely folded so that it may be easily boxed or bundled. The work is wholly in the hands of women and girls, who stand all day before long tables on which the folding is done.

LAUNDERING.

The work in this department needs no description, as it does not differ from similar work outside of a shirt factory. In most of the factories in which this was done laundry machinery was installed, and the workers were men and adult women. In some cases the machinery was not well guarded, but the age of the workers probably reduced the risk to a minimum.

After being laundered the garments were sent to the packing rooms, where, after undergoing a final inspection, they were packed by women or children in paper boxes or bundles and turned over to men to be packed in wooden boxes and shipped.

THE LABOR FORCE.

The table already given (see p. 286) shows the proportion which children and adults of both sexes form of the 4,191 workers studied. The proportion which women over 16 formed of this group, 76.8 per cent, is almost the same as the proportion which they formed in 1905 of the average number of workers employed in the whole industry, 77.4 per cent.[1] Children under 16, however, were proportionately much more numerous than the census showed them to be in the industry as a whole,[1] constituting 9.4 per cent of the workers included in this investigation, and only 3.3 per cent of the average number of wage earners in the industry.

This difference is perhaps due to the geographical limits of the present inquiry. More than two-thirds, 71.8 per cent, of the wage earners included here were found in Maryland establishments. In Maryland, at the time these figures were collected, the employment of children 12 years or more of age was legal and customary.[2] Conse-

[1] Per cents are computed from figures shown in Special Reports of the Census Office, Manufactures, 1905, Part I, pp. 26–29.

[2] For proportion which children under 16 formed of workers in several industries in Maryland in 1911, see Bulletin No. 96 of the Bureau of Labor, p. 480. Of 190 female employees in factories making shirts, overalls, etc., 20.5 per cent were under 16.

quently the large number of Maryland workers would tend to bring up the proportion of children.

The proportion which females 16 years of age or over formed of the wage earners in each factory varied from 63.8 per cent in establishment No. 5 to 88 per cent in establishments Nos. 1, 2, and 8. The proportion which children under 16 years formed of the total varied from 4.5 per cent in establishments Nos. 1 and 8 to 13.9 per cent in establishment No. 5. It will be observed that in factory No. 7 no male wage earners are shown. This was a very small establishment, in which the proprietor and his brother, neither of whom could be classed as wage earners, did the men's part of the work.

AGE OF EMPLOYEES.

Table I shows the ages by sex for each State and for the whole group of the 3,993 wage earners for whom precise information on this point was gained. It will be observed that a larger proportion of the female than of the male workers were found in the lower age groups, but the dissimilarity between the sexes in this respect is not so great as in many of the industries studied. For both sexes 18 is the age at which the greatest number were found, and the proportion under 20 differed by less than 10 per cent. The proportion of each sex found in certain age groups was as follows:

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—SHIRTS, OVERALLS, AND UNDERWEAR.

Age group.	Males.	Females.
Under 16 years	7.22	10.22
16 and 17 years	13.95	18.66
18 and 19 years	16.14	17.46
20 to 24 years	22.25	29.57
25 years and over	40.44	24.09

Considering the female workers only, their age distribution does not show any striking variations from State to State. The proportion under 16 ranges from 8.02 per cent in Illinois and Indiana to 11.26 per cent in Louisiana. For those aged 16 or over, Maryland shows the largest proportion in the younger groups, and Louisiana the largest proportion in the group aged 25 or over. The differences are not, however, very great. In no State are half the female workers under 20.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 3,995 wage earners for whom these facts were gained. The most striking features of the table are the preponderance of Americans, who form a trifle over half of the whole group, and of Germans, who constitute prac-

tically three-tenths of the total. These two races with the Irish account for 85 per cent of the wage earners, the remaining 15 per cent being divided among 20 race groups, or 15 if the Hebrews and the Poles from different countries be each regarded as one group.

Considering the females only, Americans are a trifle less and Germans a trifle more numerous than in the group of both sexes combined. Both Americans and Germans are more numerous among the girls under 16 than among the women over that age. The representatives of the newer immigration vary as between the two age groups, one race showing a slight excess among the older and the next among the younger female workers, but the differences are trifling and apparently without significance.

The race distribution of the women varies considerably from State to State. Maryland shows the largest and Illinois the smallest number of different races in the work. Americans are proportionately most numerous in Louisiana, where they constitute 62.7 per cent of the female workers, though in Maryland their proportion, 58.1 per cent, is not much smaller. Indiana has the smallest proportion, only 16.8 per cent. The Germans are proportionately most numerous in Illinois, where they form 60 per cent of the female working force, and least numerous in Louisiana, where they constitute 9.9 per cent. The other races are too scantily represented for their proportions to possess much significance. The really striking feature of the whole situation is that any branch of the garment-making trade should be so largely in the hands of the native born and of the earlier immigration.

CONJUGAL CONDITION.

Table IV shows by sex and by age the conjugal condition of the 3,988 employees for whom these facts were gained. The disparity between the sexes in this respect is not so great as in some of the other industries investigated, 89.79 per cent of the female, as compared with 64.58 per cent of the male, workers being single.

Among the women of the races which furnished at least a hundred workers, the Irish show the largest proportion who had been married, 13.3 per cent; the Americans came next, with 10.4 per cent; and the Polish and German workers, with, respectively, 8.9 per cent and 8.3 per cent, were nearly even. If the question be shifted to those who are married but not widowed, the Irish again show the largest proportion, 6.6 per cent, though the combined Polish workers, with 6.3 per cent, very nearly equal them; the Americans, with 5.5 per cent, come third, while the Germans, with 5 per cent, come last.[1]

[1] These per cents according to race are computed from figures shown in Table V.

HOURS OF LABOR.

The following table shows the daily and weekly hours of work for each establishment visited, with the time allowed for lunch and the extent and duration of overtime, when any existed. In Illinois a 48-hour week, as provided by law, was given to workers under 16; otherwise the hours ranged from 49½ to 58½ hours per week, each extreme being found in only one instance.

Overtime had been worked in three different establishments, but one of these had occupied several buildings, and the overtime in one of the buildings had differed from that in the others. In most instances the overtime period had not lasted for very long, but in one department of factory No. 5 it had occurred with sufficient frequency to equal nine continuous weeks of overtime. In this case the weekly hours when overtime was worked amounted to 60, but in another department of the same establishment overtime, when worked, brought the weekly hours up to 76½ for males aged 16 or over, 75 for females in the same age group, and 73¾ for children under 16. These were the hours reported by the employers, although at the time the law of the State in which the establishment was situated forbade the employment of children under 16 for more than 10 hours a day. Factory No. 1 showed almost equally long hours, 74 per week, for adults, but as an 8-hour law was enforced in this State in behalf of children under 16, these were not affected by overtime. Fortunately in both cases where the overtime involved such long hours the period was short, amounting to 15 days in one case and 16 in the other.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—SHIRTS, OVERALLS, AND UNDERWEAR.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Illinois	9½	8½	.....	56	60	16	18
		8	8	.....	48			
2	Indiana	10	4½	.....	54½	60	.....	.....
		9	4½	.....	49½			
3	Maryland	9	5	.....	50	30	.....	.....
4	Do	10	5	.....	55	30	.....	.....
5	Do	10	8	.....	58	30	54	2
		10½	6	.....	58½			
		10	5½	.....	55½	30	15	18
		10½	5½	.....	57			
6	Louisiana	9	5	.....	50	30	3	3
7	Do	9	7	.....	52	30	.....	.....
8	Do	10	7	.....	57	30	.....	.....

EARNINGS.

Table VI shows by sex and by age grouping the earnings during a specific week of the 3,958 wage earners for whom these facts were

ascertained. The difference between the sexes in the matter of earnings is marked, but is least in the two groups under 18 and greatest among those aged 25 and over. In other words, the difference is probably to a considerable extent based on either skill or strength, being least among those who have not had time to develop either, and increasing as the male workers gain one or the other, while the female workers remain at tasks which demand little of either.

Considering the female workers only, it will be seen that practically two-thirds of them made less than $6 during the week studied, and more than nine-tenths earned less than $8. Of those who were aged 18 or over nearly one-seventh (14.2 per cent) earned less than $4,[1] one-third (32.6 per cent) earned less than $5, and over one-half (55.5 per cent) earned less than $6.

There is considerable variation between the States in regard to the earnings of adult women; its extent is shown in the following figures:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—SHIRTS, OVERALLS, AND UNDERWEAR.

State.	Female workers 18 years of age and over.				
	Number.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
Illinois	162	36.42	62.96	83.33	4.32
Indiana	425	34.59	57.41	93.88	.24
Maryland	1,670	30.84	53.17	89.40	1.86
Louisiana	114	45.61	71.05	91.23	1.75

In not one of the four States were half of these women, all 18 years and over, earning as much as $6; the proportion earning as much as $8 varied from 6.12 per cent in Indiana to 16.67 per cent in Illinois, while nowhere did as many as 5 per cent earn $10 and over. The fact, however, that work is fairly continuous throughout the year must be borne in mind in considering the real significance of these figures.

SUMMARY.

The manufacture of men's shirts, overalls, etc., is a machine industry in which women predominate, and children under 16 form a considerable proportion of the workers. The work is only slightly seasonal, the busiest season coming during January, February, and March, and the slack time during the summer. The occupations in which women and children are found are for the most part light and are not affected by injurious dusts or fumes. In the main they are simple sewing-machine operations, and require but little skill. The

[1] The week for which these figures were taken was in the winter, i. e., the busy season, when overtime was most likely to occur and underemployment was rarest.

nervous tension under which the women work, due to the absolute necessity of speed if they are to make living wages, is probably the most injurious feature of the industry, though the position the workers assume as they sit at their machines is not a healthful one. The work is monotonous to the last degree.

There was no complaint that women were crowding out men. Whatever change there has been in the employment of the sexes would seem to have been in the opposite direction, since this industry was formerly wholly in the hands of women, and only as it became a factory and machine industry did men enter it in any numbers.[1] Americans and Germans are the races most numerously represented among the workers. The age level among women is higher than in many of the industries studied, more than half being 20 or over. The wage level is distinctly low, practically two-thirds of the women earning less than $6 during the week studied, and less than 2 per cent making as much as $10.

STAMPED AND ENAMELED WARE.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Although relatively few women and children are engaged in this manufacture, it is of interest as showing their employment in a kind of work usually associated only with adult males. The following table shows the location of the establishments visited and the number by sex of the children and adults found at work in them:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—STAMPED AND ENAMELED WARE.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Massachusetts	93	14	3	1	4	111
2	New York	97	16				113
3	New Jersey	616	109	26	14	40	765
4	Pennsylvania	204	60	14	5	19	283
5	Do	47	36	9	1	10	93
6	Ohio	253	89				342
7	Do	175	99				274
8	Do	147	84	2	1	3	234
9	Do	135	61	3		3	199
10	Do	102	58				160
11	Illinois	795	225	20	8	28	1,048
12	Do	116	18	5		5	139
13	Indiana	830	275	15	10	25	1,130
14	Wisconsin	300	110	10	30	40	450
15	Do	750	200	25	15	40	990
16	Do	[2]	128				128
	Total	4,660	1,582	132	85	217	6,459

[1] See Vol. IX of this report, History of Women in Industry.

[2] Not reported.

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 16 STAMPING AND ENAMELING WORKS.

Age and sex.	Number.	Per cent.
16 years and over:		
Males	4,660	73.6
Females	1,454	23.0
Under 16 years:		
Males	132	2.1
Females	85	1.3
Total	[1] 6,331	100.0

[1] Not including 128 female employees in 1 establishment for which males were not reported.

CHARACTER OF THE INDUSTRY.

The term "Stamped and enameled ware" covers a wide range of products. The establishments visited in this investigation produced mainly kitchen and household utensils of tin, iron, or steel, stamped into shape, and either enameled, tinned, or japanned. There is no limit to the variety of objects which can be made in this manner, and the number of different kinds and sizes now in the market runs into the thousands.

It is difficult to define the limits of this industry at all closely, as stamped articles and parts of articles are made in numerous establishments which do not turn out enameled ware, and enameling may be done in connection with other industries. As studied in this investigation the industry probably corresponds with a fair degree of closeness to what is classed in the census list of manufactures as stamped ware. For this, statistics were first given separately in the census of 1880, since which time its growth has been as follows:

NUMBER OF ESTABLISHMENTS AND AVERAGE NUMBER OF MALES, FEMALES, AND CHILDREN EMPLOYED, 1880, 1890, 1900, AND 1905—STAMPED WARE.

[From Special Reports of the Census Office, Manufactures, 1905, Part I, p. 17.]

Year.	Number of establishments.	Average number of—			Total.
		Males over 16 years of age.	Females over 16 years of age.	Children.	
1880	27	2,061	424	245	2,730
1890	104	5,258	1,543	480	7,281
1900	139	6,921	2,429	652	10,002
1905	174	9,842	2,900	818	13,560

The industry is found mainly in the Eastern States. In 1905 New York led in the number of wage-earners employed, followed in order by New Jersey, Connecticut, and Pennsylvania. Connecticut, however, showed the largest number of females employed, and Maryland of children.[1]

[1] Special Reports of the Census Office, Manufactures, 1905, Part I, p. 404.

REGULARITY OF THE WORK.

The work is only slightly if at all seasonal. Some managers stated that work fell off in November and December because at that time retailers were specializing on holiday goods and there was a natural slackening in demand for such purely utilitarian wares. Others said that they kept on manufacturing as usual through such a period, storing their product against the demand which was sure to come later. There was no recognized rush season, but at any time unexpected orders might be received necessitating overtime.

CHARACTER OF THE WORK.

The actual making of the articles is machine work, but the enameling, japanning, decorating, and packing are done mainly by hand. To a large extent the women and children are engaged in handwork. In a number of the establishments visited, however, women were operating various kinds of stamping, bumping, and drawing presses. In these cases they were working on the smaller and lighter articles produced, so that the demand on their strength was not unusual. Some of the hand operations involved heavy lifting and strained positions, as when a woman must place a rack full of ware on an oven shelf higher than her own head.

Nearly all the work done by women involved standing throughout the working hours. They were in little danger from machinery, except in the case of the press operators, who in a number of instances were found working at unguarded machines. The managers explained that these girls were not in any danger, since they did not need to place their hands under the descending die, an argument which as an excuse for neglecting safeguards is decidedly inadequate.

Several of the occupations followed by women expose them to fumes or dust. Tinware is polished with dry sawdust by women and girls, which is a decidedly dusty operation. In the japanning and enameling rooms the arrangements for removing fumes were frequently imperfect, so that all employees in the rooms were exposed to strong and unpleasant odors. The women engaged in decorating ware worked with lead paints, which is always hazardous.

In the main the work in which women and girls were engaged was clean. Some exceptions will be noted in the description of the separate occupations.

COMPETITION BETWEEN THE SEXES.

The census figures already given (see p. 296) show that between 1880 and 1905 the average number of males over 16 years of age in the industry increased by 377.5 per cent, of women by 583.9 per cent,

and of children by 233.9 per cent. Relatively the number of women increased during these 25 years, their proportion of the whole group rising from 15.5 per cent to 21.4 per cent. Notwithstanding this increase no complaint was heard that women were taking the place of males over 16 years. Their increase is probably due to the great development of the manufacture of small and light articles on which they can be employed to advantage. They seem to be performing the same class of operations they did in the earlier days, but the ware on which they are employed is relatively a more important feature of the industry now than it was then.

GENERAL SANITARY CONDITIONS.

In the main the conditions under which women and children worked were good. The nature of the work demands in many cases that the surroundings should be cleanly, because if dirt or grease should become mixed with the enamel it would spoil the article. The workrooms were usually clean and fairly well ventilated. Toilet accommodations were adequate, well kept, and private, and dressing rooms were invariably provided. Washing facilities were generally poor, rarely consisting of anything more than sinks in the workroom, and it was exceptional to find soap and towels provided. Seats were usually furnished for those whose work did not require them to stand.

OCCUPATIONS WITHIN THE INDUSTRY.

The occupations within the various factories differed somewhat, according to the kind of ware produced, and differences were also found in the assignment of occupations to one sex or the other. In general, however, the processes were as follows:

Sheets of metal, cut to proper size for the articles to be formed, were placed in presses and stamped or pressed into the desired shape. The surfaces were smoothed, the various parts assembled and riveted, and the metal annealed, pickled, and made ready for the application of the enamel. In this part of the manufacture, women were employed at the presses, and in some cases in soldering and welding on parts, the welding in which they were engaged being done by electricity.

From here the goods were taken to another department, where articles which were to be enameled were dipped in the liquid, dried, and fired or burned, these processes being gone through with once, twice, or three times, according to the quality of the goods, women doing most of this work. Tinware was given a second coating of tin by men, and then polished to brightness by girls. Japanned articles, such as bread boxes, sugar boxes, and the like, were painted over with japan and ornamental designs painted or stenciled upon the

surface, adults of both sexes being engaged in this work. Copper or brass articles were nickel plated by men, women first cleaning the ware.

After these various finishing operations women or children sorted out the perfect from the defective pieces, wrapped each article or a specified number of articles in paper, put on labels, and turned them over to men, by whom they were packed in wooden boxes, ready for shipping.

The operations performed by women in the first part of the manufacture need little description. The stamping presses at which they worked did not differ from those in use elsewhere, and the welding was done on a machine at which the operator's part was simply to put two pieces of metal in place between two electrodes and press a foot treadle which established a current between them, soon melting the two metals together. The characteristic work of the industry for women began in the finishing department.

DIPPING.

The liquid enamel, the exact composition of which is usually treated as a trade secret, was prepared by men, usually in a separate part of the factory. The dippers stood before a long table, into which tanks of the liquid mixture were set at intervals. From time to time these tanks were filled by girls bringing pails of enamel. Taking the articles one by one the dipper submerged them in the enamel, withdrew them, gave them a brisk shake to remove superfluous enamel, and placed them on a tray beside her. The edge or bead of the article was wiped clean by another employee, and when the tray was full it was carried away, placed upon a rack, and left several hours to dry. It was then placed in furnaces and "burned," the heat causing the enamel to adhere closely to the metal.

If the article was to be dipped only once, it went to the packers after the first burning, but most of the better class ware had two coats and sometimes three. These were put on in practically the same way as the first, if it was solid-color ware. If the ware were white lined, the inside and outside coats had to be applied separately, and the process demanded greater skill than the plain dipping. In marbled ware a coat of solid color was first applied and then enamel of the contrasting color was sprayed on.

A variation of the dipper's work is known as patching. Ware that has been burned and found to be defective, but to such a small extent as not to require redipping, is mended or patched by the application of a small quantity of enamel to the defective place. Patching is not a steady occupation, as the amount of defective ware varies from time to time. It is not difficult work, and the patchers are usually seated.

All kinds of dipping require some skill, as the enamel must be evenly distributed over the surface. It usually takes several weeks before a beginner can turn out satisfactory work, and from one to two years' practice may be required to gain the requisite swiftness. Dipping lined and marbled ware, of course, is a more skilled operation than dipping plain, solid-colored ware. In the factories visited the operation was a rather untidy one, as when the article was withdrawn from the bath and shaken, the liquid enamel was apt to be spattered over the floor and over the clothing of the operators. The operators had also to immerse their hands and arms in the liquid when dipping.

The work of the dippers is exacting, both because of the care necessary and the long-continued standing position. Moreover, it requires vigorous action of the hands and arms in shaking the pieces. The heavier the ware the harder the work. There was irregular but relatively frequent change in the size of the ware handled, and it was expected that in the course of every few days the hard and the easy jobs would be fairly equalized. The change from dipping, for instance, a large, heavy dish pan to dipping a cup or pie plate serves perhaps as a partial rest, but the work on the whole is exhausting.

Carrying the trays to the drying racks required no skill, but did require quickness and deftness. It was hard work, since the loaded trays weighed about 10 pounds each, and in order to keep up with the production of the dippers whom she served, the carrier usually carried two trays at a time, one on each upturned palm. Placing the trays on the upper shelves of the racks involved a good deal of straining, some of the carriers being barely able to accomplish it by standing on tiptoe.

POLISHING.

Tin vessels were usually finished in a separate room. In one part of the room hung three kettles containing, respectively, a hot solution of soda, melted tin, and melted tallow. Each article was dipped successively in these three baths by men, and was then taken to the polishers, women or children, who with wood sawdust and a brush polished it to brightness. They stood at their work, which, while not heavy, required the brisk movement of hands and arms throughout the day. This was a very dusty and dirty operation. In some cases a hood connected with a fan had been placed over the table in an effort to improve the situation, but even in these cases the agents reported that "the dresses and faces of the girls were covered with dust." Where no such system was installed the work was dusty to the last degree. It was rendered more unpleasant in some instances by the strong odors from the contents of the kettles, which were either unhooded or had hoods with practically no suction.

JAPANNING.

This was done in two ways—by dipping an article into a bath of japan, or by applying the japan with a brush. In this investigation boys only were found engaged in the dipping. Considerable lifting and much bending over were involved. Being boys, they were naturally careless, and faces and clothes were splashed and almost covered with the japanning mixture.

The painting method was used by women, who stood at their work and wore large aprons to protect themselves from the inevitable spattering. The most unpleasant feature of the work is the strong odor arising from the japanning mixture.

PAINTING AND DECORATING.

Articles such as bread boxes, cash boxes, water coolers, and the like are decorated sometimes with stenciled designs, sometimes with freehand lines and stripes, and sometimes with a combination of the two. Men, women, and children work at this. They sit at their work, and the only objectionable features are the use of lead paints and the odors of paint, varnish, and japan amid which the work is often performed.

MISCELLANEOUS OCCUPATIONS.

There are a number of minor operations performed by women and children, such as sorting handles, fitting covers, riveting knobs onto covers, and the like. None of these presented any features of particular interest.

WRAPPING.

This is almost wholly women's work, though children were found engaged in it. Several operations were involved. Labels were stamped, pasted, and stuck to the ware, the ware was wrapped in a sheet of paper, another label pasted on the outside, and the parcel set aside for men to pack and ship. Hollow articles, like pails, which can be put one inside another or "nested," are stacked as high as the wrapper can reach. This involves some heavy lifting, but in the main the work is not hard. It involves continuous standing, however.

THE LABOR FORCE.

The table already given on page 295 shows the sex distribution of the employees in the establishments visited. It will be observed that the proportion of women was not very different from that shown by the census of 1905, women forming 21.4 per cent of all wage earners in the industry, according to the census, and 23 per cent of the wage earners in these particular factories. Children, however,

constituted only 3.4 per cent of the group studied, while according to the census figures in 1905 they formed 6 per cent of the total wage earners. Whether this difference means a real falling off in number of children employed, or represents only a local situation,[1] can not be determined from the data at hand.

The proportion which women formed of the total workers varied from 12.6 per cent in establishment No. 1 to 38.7 per cent in establishment No. 5. Four establishments, one in New York and three in Ohio, employed no children under 16 years of age. Where they were employed their proportion ranged from 1.3 per cent in establishment No. 8 to 10.7 per cent in establishment No. 5. As between the States, Massachusetts showed the lowest proportion of women, 12.6 per cent, and Ohio the highest, 32.3 per cent. In New York no children were employed in the one establishment visited. In the other States the proportion of children ranged from 0.5 per cent in Ohio and Wisconsin to 7.7 per cent in Pennsylvania.

AGE OF EMPLOYEES.

Table I shows by sex and by State the ages of the 4,603 employees for whom these facts were gathered. Considering the whole group first, it appears that the difference between the sexes in this respect is very marked. Very nearly three-fifths of the female as against one-fourth of the male employees were under 20 years of age. The difference is least in the lowest age group, but in each year from 16 to 18, inclusive, the proportion of the total female workers is from two to three times as great as the proportion of the total male workers. From 19 on the numbers of the female workers fall off rapidly. The proportion of each sex in certain age groups was as follows:

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—STAMPED AND ENAMELED WARE.

Age group.	Males.	Females.
Under 16 years	3.49	5.79
16 and 17 years	11.16	25.47
18 and 19 years	10.77	26.82
20 to 24 years	22.32	28.50
25 years and over	52.26	13.42

The age distribution of the female workers differs materially from State to State. Their number and the proportion found in certain age groups for each State were as follows:

[1] In 1905 Maryland employed a much larger number of children in this industry than any other State in the Union. (See Special Reports of the Census Office, Manufactures, 1905, Part I, p. 404.) The fact that no Maryland establishments were included in this investigation might of itself be a sufficient explanation of the relatively low per cent of children found.

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—STAMPED AND ENAMELED WARE.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Massachusetts	15	20.00	46.67	26.67
New York	16	31.25	56.25	.....
New Jersey	125	35.20	52.00	20.00
Pennsylvania	112	33.93	51.79	17.86
Ohio	392	8.93	48.72	18.88
Illinois	152	38.82	61.84	16.45
Indiana	325	40.31	64.00	9.85
Wisconsin	347	42.94	66.28	5.48

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 4,282 wage earners for whom these facts were obtained. The striking feature is the predominance of the Americans and Germans, who together make up nearly two-thirds of the total group. No other race forms as much as one-tenth of the total, the Poles of various nationalities, who come nearest to doing so constituting only 8.28 per cent. Both of the leading races are proportionately more numerous among the female than among the male workers. The age distribution of the female workers of these two races is very nearly the same, the Americans showing a slight excess in the proportion under 20 years, and the Germans slightly exceeding in the proportion aged 25 years or over.

Considering only the female workers, it will be seen that in general the two races which lead in the group as a whole lead also in the separate States. In Massachusetts and New York the Americans are more numerous than the women of any other race, but the numbers considered are too small to have any significance. In the remaining States the Americans lead, except in New Jersey, where the Irish, who furnish 38.4 per cent of the women workers, are much the most numerously represented race, and Wisconsin, where the Germans, with 49 per cent and the Poles with 30.5 per cent of the total female workers, far exceed the Americans. Wisconsin has the smallest percentage, 10.1 per cent, of Americans among its women workers, and Indiana has the largest, 86.8 per cent.

CONJUGAL CONDITION.

Table IV shows by age and sex the conjugal condition of the 4,595 employees for whom information on these points was obtained. Of the men 43.44 per cent, as against only 9.64 per cent of the women, were or had been married, a difference perhaps not much greater than might be attributed to the difference in age distribution of the sexes.

Youthful marriages were more common among these workers than among those of some of the other industries studied. Among the female workers 12 of the married and 1 widow were under 20 years of age, three being 17, four 18, and six 19 years old. Among the males 7 of those under 20 years of age were married, two being 17, two 18, and three 19 years of age.

Among the women of the four races which had more than 50 representatives each, the Irish showed the smallest percentage of single, 89.9 per cent, the Americans came next with 92.3 per cent, the Germans followed with 93 per cent, and the Polish workers with 95.9 per cent single came last.[1]

HOURS OF LABOR.

The following table shows the daily and weekly hours of labor, the time allowed for lunch, and the extent and degree of overtime when any was reported.

In general, the weekly hours were long, those for children ranging from 48 to 60, for women from 52¼ to 60, and for men from 45 to 84. Night work was common, but no children were found so employed, and only one factory, No. 4, had women on the night force; here 8 were employed, working 12 hours a night, five nights a week.

Four factories reported working hours for children which exceeded the legal limit. In Ohio, in establishments Nos. 8 and 9, six children, three in each, were working in one case 59⅚ hours, in the other 58½ hours per week, instead of the 48 hours specified by law. In Illinois, in factory No. 12, five children were working 55 hours instead of 48, and in factory No. 14, in Wisconsin, 40 children were working a 60-hour week, although the law in force at that time forbade the employment of children under 16 years of age more than 55 hours a week.

Overtime was common, being reported from 8 of the 15 factories. Its amount varied from 8 days to the equivalent of 8 weeks, the extra time worked varying from 5 to 9 hours per week. It was difficult to learn, however, to what extent women and children shared in this overwork.

[1] These per cents are computed from figures shown in Table V.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—STAMPED AND ENAMELED WARE.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Massachusetts	10	5		55	60	36	5
2	New York	10	10		60	[1] 30	30	6
3	New Jersey	10	5		55	30		
		12			[2] 60			
4	Pennsylvania	10⅓	8⅔		59½	[3] 35		
		12			[2] 60			
5	Do	9½	4¾		52¼	[3] 30		
		12			[2] 60			
6	Ohio	10	9		59	30	30	9
		9		9	[2] 54			
7	Do	10⅓	8⅓		60	50	36	6
		10		10	[2] 60			
8	Do	10⅚	5⅔		59⅚	50	[4] 8	6
		8		8	[2] 48			
9	Do	10	8½		58½	60		
	Do	9			[2] 45			
10	Do	10	5		55	50		
		8		8	48			
11	Illinois	10	9		59	30	50	6
		8	8		48			
		8	8		[2] 48			
		12	12	12	84			
		12	12	12	[2] 84			
12	Do	10	5		55	30	40	8
		8	8		48			
		11			[2] 55			
		8	8		[2] 48			
13	Indiana	10	8		58	60	[4] 45	8
		10½	10½		63			
		12	12	12	84			
		12½	12½		[2] 75			
		12	12	12	[2] 84			
14	Wisconsin	10	10		60	30		
		12	12		72			
		12	12	12	84			
		12	12		[2] 72			
		12	12	12	[2] 84			
15	Do	10	5		55	30		

[1] Special permit from factory inspector for shortening lunch period.
[2] Night force.
[3] Permit for shortening lunch period not reported.
[4] Men only.

EARNINGS.

Table VI shows by sex and age groups the earnings during a specific week of the 4,451 wage earners for whom these facts were gathered. As usual, the difference of the sexes in earning power is great. More than one-half of the women, as against a trifle over one-sixth of the men, earned less than $6, and only 10 per cent of the women, as against 44 per cent of the men, made as much as $10.

Among the women the effect of age in increasing earning capacity is marked. Less than 3 per cent of the girls under 16 years of age earned as much as $6, while of those aged 21 to 24 years, practically one-half, and of those aged 25 years and over, two-thirds reached or exceeded this sum. Among those aged 16 and 17 years scarcely more than 1 per cent earned as much as $10, while among those aged 25 years and over the percentage earning this amount ran up to 18.

Of the women who are aged 18 years and over, a trifle more than one-eighth earned less than $4, and practically 30 per cent earned under $5 during the week studied. Forty-five per cent earned less than $6, and 72.7 per cent earned under $8.

The earnings of the women workers varied considerably from State to State. The number aged 18 years and over and the proportion of these in certain earnings groups, in the different States, were as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—STAMPED AND ENAMELED WARE.

State.	Female workers 18 years of age and over.				
	Number.[1]	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
New Jersey	81	16.0	27.2	70.4	11.1
Pennsylvania	74	25.7	45.9	87.8	5.4
Ohio	356	21.3	30.3	55.3	24.7
Illinois	92	29.3	47.8	84.8	2.2
Indiana	169	24.8	34.9	74.0	10.7
Wisconsin	197	54.8	82.7	89.8	4.1

[1] Number for whom information as to earnings was gained. Massachusetts and New York were omitted rom this calculation on account of the small number of women studied in these States.

The large proportion which some of the States show in the group earning under $5 a week and the relatively small proportion most of them show in the group earning $10 and over are both striking.

SUMMARY.

The manufacture of stamped and enameled ware employs women and children in a few machine operations which demand but little skill, and in a number of hand processes, a few of which may be considered skilled. The work has no well-defined seasons, but is reasonably steady throughout the year. The machine occupations were mainly the operation of various kinds of presses. These were frequently unguarded, in which cases the workers ran considerable risk. A few of the hand operations demanded heavy lifting or strained positions, and several others involved exposure to dust and fumes. A large part of the work was done standing. In the main the work places were in fair sanitary condition.

The female workers were very generally young, very nearly two-thirds being under 20 years of age. Americans and Germans were the leading races, and there was no indication that women of the newer immigrant races were crowding out the earlier comers. Hours were long for women, generally exceeding 9 a day, and overtime seemed fairly common. The wage level was rather low, more than half the women earning less than $6 a week. The proportion (practically 10 per cent), earning $10 or over a week, however, was larger than in many of the industries studied.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

In 1905 this industry employed 23,990 wage earners, of whom not far from one-half were women or children under 16.[1] It was included in this investigation not only because of the number of women and children employed, but also because, like cigar and stogie making, it is in many quarters looked upon with some doubt as an occupation for women and girls. Twenty-two establishments, situated in seven States, and employing 9,975 workers, were visited. The following table shows the location of the factories and the distribution by sex and age groups of the employees:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—SMOKING AND CHEWING TOBACCO AND SNUFF.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	New Jersey	186	687	4	36	40	913
2	Ohio	914	688	12	1	13	1,615
3	Do	40	220	.....	.....	.....	260
4	Do	7	24	.....	.....	.....	31
5	Do	7	19	.....	.....	.....	26
6	Illinois	200	539	.....	11	11	750
7	Do	75	150	.....	.....	.....	225
8	Michigan	199	465	20	40	60	724
9	Do	121	247	10	18	28	396
10	Wisconsin	47	23	.....	.....	.....	70
11	Do	35	71	.....	.....	.....	106
12	Do	80	87	.....	.....	.....	167
13	Do	20	47	.....	.....	.....	67
14	Maryland	145	196	4	9	13	354
15	North Carolina	404	68	110	5	115	587
16	Do	367	.....	33	.....	33	400
17	Do	123	85	10	3	13	221
18	Do	187	318	10	31	41	546
19	Do	172	135	32	15	47	354
20	Do	72	49	7	5	12	133
21	Do	958	563	204	132	336	1,857
22	Do	83	63	21	6	27	173
	Total	4,442	4,744	477	312	789	9,975

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 22 TOBACCO FACTORIES.

Age and sex.	Number.	Per cent.
16 years of age and over:		
Males	4,442	44.5
Females	4,744	47.6
Under 16 years of age:		
Males	477	4.8
Females	312	3.1
Total	9,975	100.0

[1] See Special Reports of the Census Office, Manufactures, 1905, Part III, p. 554. Women constituted 38.05 per cent; children under 16, 8.93 per cent of the total.

CHARACTER OF THE INDUSTRY.

The manufacture of chewing and smoking tobacco and of snuff is found rather widely scattered throughout the Union, but naturally tends to be most important in or near the tobacco-producing States, where the question of transporting the raw material presents fewest difficulties. In the value of the products Missouri stands first, closely followed by North Carolina, and then at a considerable distance by Kentucky and Virginia. Classed by the average number of wage earners, North Carolina leads, Virginia comes second, with Missouri and Kentucky in the third and fourth places.

Owing to the character of its work, this industry can not profitably be carried on in the small establishments which are so characteristic of cigar and cigarette making. In 1905 the average number of wage earners per establishment was 8 for those manufacturing cigars and cigarettes, and 55 for those manufacturing chewing and smoking tobacco and snuff.[1] It will be noticed that of the 22 establishments visited in this investigation only 4 showed fewer than a hundred employees, while the average number was 453.

Between 1900 and 1905 a process of concentration and centralization was apparently going on in the industry. The number of establishments decreased from 437 to 433, and the average number of wage earners from 29,161 to 23,990, but meanwhile the value of the product rose from $103,754,362 to $116,767,630.[2] The relative decrease in the number of the women and children employed was greater than in the number of men.

REGULARITY OF THE WORK.

The work is not seasonal in its nature, although a few establishments reported a rather slack time in December, during which hours averaged about 9 per day. An exception to this general rule is found in the case of the warehouse factories in which leaf tobacco is prepared for cigar manufacturers. Here the work is distinctly seasonal, beginning in January and lasting for four months, more or less. Overtime seemed very rare. Indeed it was practically nonexistent in the occupations followed by women.

CHARACTER OF THE WORK.

There are only a few occupations, all in the hands of men, which require skill or much training. The occupations of the women may be learned, as a rule, in from a week to two months, according to the worker's intelligence. After that speed may be gained, but there is little possibility of advance.

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[1] Special Reports of the Census Office, Manufactures, 1905, Part III, p. 554.

[2] Idem, p. 560.

The work on the whole can not be considered clean or pleasant, though in this respect there is much difference between factories. When the tobacco is handled dry, the operations are usually dusty, and when it is wet hands and clothes alike are daubed with the sweetish, sticky moisture. In a few cases women were found working at what would ordinarily be considered men's occupations. For instance, in one factory women were loading tobacco upon a moving platform in layers about 8 inches thick to be carried through a steam box, after which it was taken off and loaded into trucks by other women. In other factories this was done by men, and the only apparent reason for putting women at it here was, as reported by the agent who inspected the factory, that "they were all foreign peasants, trained to hard manual work, and willing to do this for $6 a week as against $9 a week that men would ask for the same class of work."

It was unusual to find women doing such heavy work as this. Most of their occupations were monotonous and often mechanical, consisting of a repetition of simple motions hour after hour all through the day. In the large factories there were a number of light occupations, such as packing small bags or cans or boxes of tobacco, putting on covers, pasting on labels and revenue stamps, canceling the stamps, etc., which made little demand on either strength or intelligence, and which in a well-managed establishment may be carried on in clean and relatively pleasant surroundings.

A very large part of the women's work is done standing. In some cases the nature of the work demands this, but in more the workers stand because either they or the superintendents think they can work faster so. In exactly half of the establishments visited no seats were provided (in one of these no women were employed). In others seats were provided scantily or boxes or stools were used to some extent. In one factory employing between 400 and 600 girls and women four stools and a few old boxes were the only satisfactory seats available. As a concession to the idea of seats, the foreman had arranged a device which pleased him more than it did the girls. This consisted of two narrow boards, 6 inches high, nailed erect. A girl who wished to sit might place a small board over these supports and sit upon it, tucking her feet underneath. The girls did not seem inclined to take advantage of the doubtful comfort of this arrangement, but it could not be said that seats were not provided.

The women were occupied very largely in handwork, and when they worked at machines these were usually of simple construction and well guarded. The work is highly organized, but the kind of work and degree of subdivision of occupations varies widely, according to the size of the factory and whether it is preparing the tobacco for other factories or is carrying on all the processes of manufacture and turning out finished smoking or chewing tobacco.

GENERAL SANITARY CONDITIONS.

The conditions under which the work is carried on differ so widely from factory to factory that it is difficult to make any general statement. As far as women are concerned, they use no dangerous machinery and rarely do work involving any severe physical strain. The dust from the dry tobacco and the heavy odor from the wet are the two features most likely to cause discomfort and positive harm. Both of these objectionable features can be minimized by careful ventilation, but ventilation devices were conspicuously absent from most of the factories visited. A few factories were found which were scrupulously clean, and in which every effort was made to keep down and remove dust and odors, but more often these were regarded as inevitable and nothing done to improve conditions. The following extract from an agent's report on a factory in which many women were employed shows the conditions under which they are sometimes compelled to work:

> There is another sorting table where they sort cigar scraps. This is a large table about 10 by 30, with eight holes down the center just large enough for a person to crawl into and remain standing. In these holes eight girls stand, sorting the cigar scraps and taking out the dirt, rags, etc. Attached to the table is a power circular sieve into which a man feeds the scrap to be cleaned, and from which it passes to a flat shaking sieve tended by a girl. The shaking of the tobacco in these sieves produces such a dust that it is difficult to breathe when the machines are working. The women work by the week, getting from $6 to $8.

In another factory the room in which the tobacco was granulated and cleaned was so very dusty that the agent inquired of the superintendent why the windows were not kept down from the top to allow some of the dust to escape. His reply was that he "thought the city authorities might complain." No women, however, work in this room.

Provisions for the comfort and cleanliness of the employees were equally divergent. A few companies provided excellent dressing, toilet, and rest rooms, which were kept in perfect order. More often the washing facilities consisted of a sink in the workroom used by both sexes in common. Something over half the plants had no dressing rooms, a serious omission since, owing to the character of the work, girls and women very frequently use special clothes during working hours. In some cases where dressing rooms were provided they were wholly inadequate, as shown by the following extract from an agent's report:

> There are on each floor so-called dressing rooms, small places partitioned off by uncovered boards, where the girls hang their clothes on a lot of nails on the walls. On one floor the place is so small that

only 36 out of 140 girls could find room for their clothes. I have seen girls changing their clothes in the room where they work, trying to hide in corners so as not to be seen in their underskirts by the men working there.

Lunch rooms also were unusual, and in some factories the employees were forbidden to go at lunch time into other departments than those in which they worked, so that those who were in particularly dusty or dirty rooms could get no relief.

In about half the cases the toilet accommodations were not sufficient, according to commonly accepted legal standards, for the number of women employed. Where non-English-speaking foreigners or Negroes formed the majority of the employees the toilets were usually dirty and neglected, and frequently there was no privacy of approach. In two cases where colored workers were employed men and women were not provided with separate accommodations. Such conditions were attributable to the employer rather than the employees, as shown by the fact that in other establishments employing the same class of help, the sanitary arrangements were excellent and kept in good order.

There appears to be no serious competition between the sexes. In a number of cases both worked at the same occupation, but there was no evidence that women were driving out men, and no complaint that they were bringing down wages. In a number of cases all the employees, male and female alike, belonged to the union. This was usually due to the fact that the men had succeeded in unionizing the shop. The women, as a rule, joined in a perfunctory manner, looking upon their membership as a necessary condition of employment, but not being otherwise interested.

OCCUPATIONS WITHIN THE INDUSTRY.

Preparing Leaf Tobacco.

The number and kind of occupations depend upon the kind of product turned out by a given establishment. The simplest form of the industry is found in the warehouse factories in which tobacco is prepared for the use of cigar manufacturers. In these, women work only in sorting the leaves according to their size, work in which men are also employed. The workers are paid by piece rates, no distinction as to sex being made.

In the factories visited, the tobacco was first separated into bundles by men, who graded it roughly according to quality and length of leaf. These bundles are weighed—each is expected to contain about 50 pounds—and carried to the sizers, who may be of either sex. By them the leaves are made into "hands" or layers of 15 leaves each, assorted according to length, as closely as this can be

done by the eye. Sizers may sit or stand at their work, but usually stand.

From the sizers, the packages of leaves are carried to the hand sizers, who may be of either sex and who stand at their work. Before them is a table divided by boards 1 foot high into compartments of various lengths, usually from 14 to 28 inches. In front of each hand sizer is a board marked with feet and inches, and measuring the leaves on this, the worker places them in the compartment of their own length.

The short leaves, i. e., generally those that fall below 18 inches in length, may go to sorters, who separate them according to their size, as the hand sizers do with the longer leaves. Very few of the leaf warehouse factories visited employed sorters, the grading done by the sizers and hand sizers being considered sufficient.

These three occupations, sizing, hand sizing, and sorting, are the only ones in which women are employed. After the hand sizing or the sorting the tobacco is packed by men, and stored for some months to improve its quality by "sweating," a heat being generated from the tobacco itself in its closely packed condition, after which it is ready for the market.

Preparing Chewing or Smoking Tobacco.

The order of the operations differs somewhat in different factories, and the degree of subdivision differs still more. Roughly speaking, the general process is as follows:

The tobacco is unpacked from the hogsheads or boxes in which it is received and run through a machine in which it is steamed or softened. This is usually done by men, but mention has already been made of one factory in which women performed this work.

Second, the leaves are sorted according to quality and size. This is done almost exclusively by women.

Third, the tobacco is stemmed or stripped; that is, the stems and midribs are removed from the leaves. This is done mainly by women and children, though men work at it to some extent.

Fourth, the tobacco is cased or mixed with a liquid flavoring compound of licorice, sugar, water, or denatured rum, or other ingredients according to the particular flavor the manufacturer desires to give his brand of tobacco. The tobacco may either be dipped, or the mixture may be sprayed over it, or both methods may be used. This work is mainly in the hands of men.

Fifth, the tobacco goes to a cutting room where it is cut, or in some cases shredded, by machinery. Sometimes it receives a second sweetening before being cut. No women were found working at any of the cutting operations.

From this point onward the processes differ according to whether or not the tobacco is to be made into plugs. If it is, the cut tobacco

is weighed out in the desired quantities, which are shaped by machinery into lumps. In some factories both sexes were employed on this work, while in others it was wholly in the hands of men and boys. The lumps go through several stamping processes to give them the proper shape, with treatment for drying out superfluous moisture and cooling the material between operations. They are then wrapped and packed in tin or other containers, tags, labels, and stamps are attached, and the product is ready for packing and shipping. The various kinds of tagging and labeling are largely done by women, or by women and children, the work being so simple that very young children can perform it.

If the tobacco is not to be made into plugs, after being cut, it is dressed or tossed about to lighten it and then dried. This work was usually done by men, but in the same factory in which women steamed the tobacco they did the dressing. After being dressed and dried, the tobacco is packed in boxes, bags, paper cans, cartons, and other containers. The process of packing is almost exclusively in the hands of women and children, and in some factories is subdivided into 20 or more occupations.

It will be seen that the processes in which women are most numerously engaged are sorting, stripping, or stemming, and packing, using the last term to cover all the operations involved in getting the proper weights of tobacco into the various receptacles in which it is sold, closing, sealing, stamping, and labeling these, and generally preparing them for shipping. They are also employed to some extent in the intermediate processes. A fuller account follows of the occupations in which they are commonly found.

SORTING AND GRADING.

The leaves after being steamed or softened must be classed according to quality, the poorer being used for "filler" material, the better for wrappers. The wrappers must be further graded, different qualities being suited to different uses. This work is both light and simple, and is mainly in the hands of women. In some of the northern factories it was done altogether by foreign women, while in some of the southern plants white and colored women and colored girls were employed. There is nothing in the nature of the work which necessitates standing, but custom or a belief that the sorting can be done more rapidly when the workers are on their feet has made this the usual attitude. In the North Carolina factories visited these workers were generally seated, but elsewhere, even in high-grade factories, standing was the rule, and in at least one instance foremen strongly objected to letting the workers sit at all. No machinery is used, and no heavy lifting or strained position is involved. These workers are usually paid by the day or the week.

STEMMING OR STRIPPING.

Stemming or stripping usually followed sorting, though in one large factory all tobacco went to the casing room before being stripped, and the leaves known as wrappers are commonly cased before being stripped. The stemmers or strippers, who are usually women and children, sit at their work, which consists of removing the stem and midrib of the leaf by hand. No special skill is required, the work being so easy that very young children can do it. As a consequence, in some of the factories it tended to become a family occupation, mothers bringing their children or young workers their younger brothers and sisters, these latter working sometimes only before and after school, and in other cases all through the day. One objectionable feature of the work is that the seats are very commonly so low that the workers must sit in a constrained position. Payment is usually by piece rates, the rates being based sometimes on the weight of the leaf stripped, but more often on the weight of the vein taken out. The purpose of the latter arrangement is to insure the removal of all the stem.

SHAKING.

Most of the work of the casing room is done by men. They invariably prepare the flavoring mixture, and when the tobacco is run through vats of the mixture by machinery or sprayed with it in a revolving drum this work is also done by males. But for some kinds of smoking tobacco the leaf is dipped by hand into a trough of flavoring mixture, and then shaken to get rid of the surplus liquid. This is done by adult males and females, who are paid by the week. The work is not heavy, but necessitates standing all day, and is disagreeable, since the workers' clothing inevitably becomes spattered and wet with the licorice mixture. In some factories another form of shaking was found. After being dipped or sprayed the tobacco was sent down a chute to a drier. Women working on each side of the chute took the wet leaves, shook them loose, and placed them on an endless belt on which they were carried through the drier.

"The women feeding this machine," reports the agent making the inspection, "had their sleeves rolled up above their elbows, and their hair, face, arms, and clothes were all bespattered with the licorice mixture. * * * They stand at their work and have to work rapidly so as to keep the belt well filled and not to allow the tobacco coming down the chute to accumulate too fast."

DRESSING.

The cutting, which is the next process, is done by males only. Some kinds of smoking tobacco after being cut are run through a series of shakers, provided with sieves and fans, in which the tobacco is reduced to fine flakes or "grain" and the dust removed. The rooms

in which this process is carried on are apt to be exceedingly dusty. The plug tobacco instead of undergoing this process is tossed about and turned over and over, in order that it may become thoroughly well mixed. In one factory women alone were doing this work, and in another as men tossed and turned the heap women with brooms swept the tobacco back and kept it from spreading over the floor.

LUMP MAKERS AND PLUG COVERERS.

Ordinarily men and boys conducted the various operations of shaping and wrapping the plug, but in one large factory women shared some parts of the work. As lump makers they weighed out the proper amount for a lump and fed it through a chute into a machine which shaped it. They stand at this work, but the machine is safeguarded and has no dangerous features. As plug coverers they stand at their work and wrap each plug with tobacco leaf—the better-grade leaves known as wrappers—which must be carefully and economically applied so as to cover all parts of the plug without wasting leaf. The work is light and has no objectionable features beyond the necessity of standing.

PACKING.

The operations included under this head are too numerous and too clearly implied in the name to need any description. Tobacco is weighed out in proper amounts and fed into automatic packing machines. Sheets of tinfoil and labels are fed into conveyers to be carried to the packing machines. Revenue stamps are pasted on packages and canceled. Cartons are filled. Bags are lined with paper, slipped over packages of tobacco, tied, stamped, and a label band pasted around them. Other kinds of packing are done by different machines and by hand. Plugs must be tagged and labeled and placed in boxes or otherwise made ready. There are a wide variety of light and simple operations, some hand, some machine, making no unusual demand on the workers' strength or skill, and none of them involving any dangerous features.

In addition there may be a number of subsidiary occupations in the industry. In some of the factories tin boxes and cans for packing the tobacco are manufactured, women and girls being employed in this work; in others the paper cartons used are manufactured, women and children again being employed in the work, and it was not uncommon to find a few women or girls at work folding cigarette papers. None of these occupations, however, formed a direct part of the work of tobacco manufacture.

THE MANUFACTURE OF SNUFF.

The earlier processes in this manufacture are all performed by men, women and girls taking no share in the work until the snuff is ready

for packing. Then, as with the smoking and chewing tobacco, they are employed in a variety of light occupations needing no special account. The most objectionable feature in the making of snuff is its dustiness, the air in the cutting and grinding room being filled with a heavy, pungent dust which is unpleasant and is believed to be harmful in its effects. Only men are employed in these rooms. In the packing and labeling rooms, where the women work, the odor is much less oppressive, though very noticeable to an outsider. It takes a new worker some time to get used to it, and it is said some girls can not bear it and are obliged to give up the work. This degree of susceptibility seems unusual.

THE LABOR FORCE.

The table already given shows that there are wide differences between factory and factory in the relative proportion of men, women, and children employed. The per cent of females over 16 varies in the 21 factories employing both sexes from 11.6 per cent in No. 15 to 84.6 per cent in No. 3, while the proportion of children under 16 ranges from none at all in eight establishments to 19.6 per cent in No. 15. Considering the workers by States, the highest proportion of females over 16—75.2 per cent—is found in New Jersey, and the lowest—30 per cent—in North Carolina. Children under 16 are not found at all in Wisconsin, and scarcely at all in Ohio and Illinois. They are relatively most numerous in North Carolina, where they form 14.6 per cent of the workers. The absence of children from the factories is due chiefly to legal restrictions on their employment. In Ohio and Wisconsin laws have been enacted prohibiting the employment of girls under 16 in the sorting, manufacture, or packing of tobacco, and in Illinois it is illegal to employ them in any occupation more than eight hours a day. The annoyance of having to adjust the work for two different sets of hours is considerable, so the Illinois manufacturers find it simpler to employ only workers over 16.

AGE OF EMPLOYEES.

Table I shows by sex and locality the age of the 7,970 employees for whom these facts were ascertained. As already noted, the proportion of workers under 16 in the whole group is not large, yet a considerable number of young children were found, there being 170 under 14. With the exception of one girl of 13 in Maryland, these young workers were all in the factories of North Carolina. Nearly three-fourths—71.2 per cent—were boys, and 65.3 per cent were colored. In other words, 59 white and 111 colored children under 14 were at work in the tobacco factories visited.

This industry differs from the majority of those included in this investigation in that a distinctly larger proportion of the male than

of the female workers was found among those aged under 18, and that the difference between the proportion of each sex aged 25 or over was smaller than in most cases. Eighteen is the age at which the greatest number of the female workers are massed, 19 and 20 showing not much smaller percentages; from 21 to 24, inclusive, the proportions are nearly the same for each year, but thereafter they fall off rapidly. Nevertheless, well over a third—35.67 per cent—of the female workers are aged 25 or over. Among the males there is a more even distribution throughout the whole working period, but a slightly larger number were grouped at 20 than at any other age.

The age distribution of the women and girls in the different States was somewhat erratic. North Carolina, which employed all but one of the girls under 14, had a smaller proportion of its total female group under 18 than Michigan, although in the latter State only 11 girls under 16 were found. The two Southern States show a certain similarity in the proportions in the leading age groups, but the four Western States vary widely. The following table shows the proportionate distribution of the female workers among certain age groups.

PER CENT OF FEMALE WORKERS IN SPECIFIED AGE GROUPS, BY STATES—SMOKING AND CHEWING TOBACCO AND SNUFF.

State.	Per cent in each age group.		
	Under 18 years.	Under 20 years.	25 years and over.
New Jersey	19.16	40.55	38.90
Maryland	20.89	41.29	32.34
North Carolina	22.07	33.45	46.23
Ohio	6.72	29.58	44.05
Illinois	16.18	45.65	18.74
Michigan	26.86	52.34	15.43
Wisconsin	12.05	25.00	48.21

The most noticeable features of the table are the large proportion found everywhere except in Illinois and Michigan in the group aged 25 or over, and the relatively small proportion found under 18.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 8,191 workers for whom this fact was learned. The Americans form over three-fifths of the group, the whites constituting a trifle under and the colored a little over three-tenths. The Polish workers were the next most numerous group, forming 13.39 per cent; then came the Germans with 10.59 per cent and the Irish with 7.63 per cent, while the other races were but scantily represented.

These leading races appear in very different proportions in the two sexes. Americans, both white and colored, are far more numerous relatively among the males. The proportion of Germans is nearly twice as large among the females as among the males, the Irish are

proportionately nearly three times as numerous, while the Polish workers, who form only 1.5 per cent of the total males, constitute 22.3 per cent of the females, being most numerous, both absolutely and relatively, among the females over 16.

With the exception of one man in Maryland the colored workers are found exclusively in North Carolina. Considering only the females, Germans were most numerous in Ohio, but formed the largest proportion of the total—49 per cent—in Wisconsin. Polish workers were relatively most numerous in Illinois, where they formed 72.2 per cent of the total number of women. The Irish were most numerous, both absolutely and relatively, in New Jersey, where they were 46.5 per cent of the total, while the American whites were far more numerous, absolutely and relatively, in Ohio than anywhere else.

With regard to the age of the female workers, it appears that the Negroes have considerable influence in bringing up the level, 49.5 per cent of their number being in the group aged 25 or over. The Irish show a larger proportion—59.8 per cent—in this group than the Negroes; but their numbers are too small for them to have much effect on the age level as a whole. Practically one-third of the Germans were in this older group, with a slightly smaller proportion of the American whites, while only a trifle over one-sixth of the Polish workers had reached 25.

CONJUGAL CONDITION.

Table IV shows in detail the conjugal condition of the 7,452 workers for whom these facts were obtained. The dissimilarity between the sexes in this respect is less than in most of the industries studied, the proportion who were single being 71.23 per cent among the females and 54.97 per cent among the males, practically three-fourths of the married or married and widowed females being among those aged 25 or over. The earliest age at which married workers are found is 17 for both men and women alike.

Racially the colored women show a much larger proportion of married and widowed than do the women of any other leading race, 56.8 per cent of those whose condition was known falling within these groups. The white Americans come next with 28.0 per cent, closely followed by the Germans and Irish, while the Polish women have but about one-sixth of their number among the married and the widowed. Among the less numerously represented race groups the proportion married is sometimes much larger than in the cases cited, but the numbers concerned are too small to be representative.[1]

If the leading races be considered with regard to the married whose husbands are presumably living with them, their order is the same as

[1] These per cents according to race are computed from figures shown in Table V.

when they are classed by the combined married and widowed, except that the Polish and the Irish women change place, the latter standing last with only 8.1 per cent of married workers.

HOURS OF LABOR.

The table following shows for each establishment visited the hours of work, the time allowed for lunch, and the frequency and extent of overtime. The hours are usually long. With the exception of one factory in Ohio (No. 5), adult workers nowhere worked less than 52 hours per week, and 55 and 58 hour weeks were common. In Ohio and Illinois the hours of young workers were limited by law, which accounts for the double set of hours in several of the factories in those States. A shorter day on Saturday was common, only five establishments making no concession of this kind.

Overtime is not general, but was found in a little over one-fourth of the plants visited. In one or two cases it was trivial; in others it was frequent and serious. Thus in factory No. 6 overtime was worked through nearly seven weeks, during which the adult workers had approximately a 64½-hour week; in No. 17, for 15 weeks the workers averaged a 70½-hour week, while in No. 9 the department affected worked a 70-hour week practically throughout the year.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—SMOKING AND CHEWING TOBACCO AND SNUFF.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	New Jersey	10	9	.....	59	60	.....	.....
		10	5	.....	55			
2	Ohio	10	5	.....	55	60	10	2
		8	5	.....	45			
3	Do	10	5	.....	55	30	.....	.....
4	Do	10	5	.....	55	30	.....	.....
5	Do	8½	6	.....	48½	35	.....	.....
		8	6	.....	46			
6	Illinois	10	10	.....	60	(1)	40	4½
		8	8	.....	48			
7	Do	9	8	.....	53	30	30	3
8	Michigan	10	5	.....	55	45	.....	.....
9	Do	10	5	.....	55	[2] 30	[2] 300	15
10	Wisconsin	10	10	.....	[4] 60	60	7	18
		9	9	.....	[5] 54			
11	Do	10	10	.....	[4] 60	60	.....	.....
		9	7	.....	[5] 52			
12	Do	10	10	.....	[4] 60	60	.....	.....
		9½	9½	.....	[5] 57			
13	Do	10	10	.....	60	60	.....	.....
14	Maryland	10	6	.....	56	30	.....	.....
15	North Carolina	10	8	.....	58	60	.....	.....
16	Do	10	8	.....	58	60	.....	.....
17	Do	10	8	.....	58	60	90	12½
18	Do	10	8	.....	58	60	.....	.....
19	Do	10	5	.....	55	60	.....	.....
20	Do	10	9	.....	59	60	.....	.....
21	Do	10	5	.....	[6] 55	60	.....	.....
22	Do	10	9	.....	59	60	.....	.....

[1] Not reported.
[2] No permit on file.
[3] For men in one department only.
[4] For time workers.
[5] For pieceworkers.
[6] Except some in picking department, and cleaners, about 75 employees, 4 hours more on Saturday.

EARNINGS.

Table VI shows, by sex and by age groups, the earnings during a specified week of the 7,766 employees for whom information on these points was gained. It is evident that the disparity between the earnings of the sexes is less in this industry than in some of the others studied. It is true that nearly three-fifths of the women were earning less than $6 a week, while not quite two-fifths of the men showed such small earnings; but this difference is moderate as compared with that found in such industries, for instance, as paper-box making, in which 19.44 per cent of the men as against 58.62 per cent of the women earned under $6, or the potteries, where the proportion of each sex in this same earnings group stood: Males, 14.21 per cent; females, 52.66 per cent.

Not only is the difference between the earning power of the sexes less marked than in certain other industries, but in the young age groups it almost disappears or swings over to the benefit of the females. Thus among those not yet 16 years old a larger proportion of the boys than of girls was found in the groups earning under $4 and under $8 a week, a fact presumably explained by the greater number of very young boys. Among those aged 16 and 17, however, where this difference could not affect the situation, the proportion in the different wage groups is very nearly the same, the girls on the whole having the advantage, as their proportion in the lowest earnings group is slightly less and in the highest slightly more than that of the male workers.

As the higher ages are reached this approach to an equality of earning power between the sexes disappears, and with each advance in years the difference in favor of the male workers becomes more marked. A significant difference between the sexes is that while the proportion of men in the group of lowest earning power decreases with age, so that the per cent of those aged 25 or over who are earning less than $4 a week is less than at any other age, with women a reverse process sets in after 20, so that the proportion of those aged 25 or over who make these low earnings is greater than in any other age group except those aged under 16. The proportion earning $10 a week or over is slightly greater in this highest age group than in any of the others, a fact perhaps due to the greater number of forewomen and others in supervisory positions, who would naturally be found among the older workers.

Considering only the female workers, excluding those under 18 makes less difference in the relative size of the various earnings groups than might be expected. Of those aged 18 or over, 44.4 per cent earned $6 or over, 20.3 per cent earned $8 or over, and 9.6 per cent earned $10 or over.

The distribution of the women among the various earnings groups differs widely from State to State. The following table shows, by States, the number of women aged 18 or over whose earnings were learned and the proportion of these in certain earnings groups:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—SMOKING AND CHEWING TOBACCO AND SNUFF.

State.	Female workers 18 years of age and over.				
	Number whose earnings were reported.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 and over.
New Jersey	582	18.4	36.4	82.5	7.0
Ohio	864	25.8	36.3	59.1	2.1
Illinois	484	69.2	76.7	84.9	7.8
Michigan	515	39.0	55.1	63.3	9.3
Wisconsin	197	15.2	24.4	63.0	15.2
Maryland	159	3.1	11.3	91.2	5.0
North Carolina	869	84.6	91.4	96.5	.7
Total	3,670	44.6	55.6	79.7	9.6

No sufficient explanation can be offered for the wide variations shown. They indicate clearly the lack of any standard of wages in the industry. In one factory an employer declares he does not want and will not keep a woman who after a reasonable novitiate can not make herself worth at least $6 a week; in another, the woman who earns $6 is a decided exception. The wages paid are practically a factory matter, and vary as widely as the sanitary and hygienic conditions under which the work is carried on.

SUMMARY.

The manufacture of smoking and chewing tobacco and snuff employs large numbers of women and children, though their numbers seem to be decreasing, both absolutely and relatively. Their work is mainly unskilled, deftness and quickness of motion being the principal requisites. Ordinarily they are not engaged in heavy physical work, nor do they work at dangerous machines. The two most objectionable features are the standing all day, in some of the occupations, and the conditions of dust and poor ventilation under which the work is often carried on. Both of these evils are far more prevalent than need be; there are few occupations in which standing is really necessary, and the state of affairs in a few of the factories visited shows that dust, dirt, and bad air can be reduced to a harmless minimum.[1]

[1] Concerning the healthfulness of work with tobacco, see section on Cigars, p. 92.

Sanitary arrangements in the establishments visited ranged from disgracefully poor to excellent, the latter being in the minority. The work was, in the main, not seasonal. To some extent men and women worked at the same occupations, but generally speaking neither sex seemed to interfere with the other's employment. Where unions existed, men and women alike belonged and drew union rates of pay. Americans, both white and colored, constituted the majority of the workers, though in some States they were far outnumbered by the immigrant workers. Women past 25 were proportionately more numerous here than in many of the industries studied. Earnings varied widely, but in general did not reach a high level.

WOOLEN AND WORSTED GOODS.

ESTABLISHMENTS COVERED AND MEN, WOMEN, AND CHILDREN EMPLOYED.

Among the textile industries the manufacture of woolen and worsted goods stands second only to cotton in its number of employees, and shows very nearly as high a percentage of women and child workers as the latter. For these reasons its inclusion in this industry seemed desirable. Forty-six establishments, located in 11 States and employing 12,724 wage earners, were visited. The following table shows the location of the establishments and the number, by sex and age grouping, of the wage earners in each:

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—WOOLEN AND WORSTED GOODS.

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
1	Maine	137	38	3	3	6	181
2	Do	60	18				78
3	Do	37	34	2	2	4	75
4	Do	35	21	2		2	58
5	Do	64	41				105
6	Do	62	46				108
7	Massachusetts	47	38	6	5	11	96
8	Do	12	21		1	1	34
9	Do	123	47				170
10	Do	215	148	7	9	16	379
11	Do	17	20				37
12	Do	53	26	3		3	82
13	Do	100	50	5	1	6	156
14	Rhode Island	92	146	30	9	39	277
15	Do	98	72	1		1	171
16	Do	246	172	24	15	39	457
17	Do	430	203	29	59	88	721
18	New Jersey	459	277	26	17	43	779
19	Do	233	573	4	7	11	817
20	Do	106	38				144
21	Do	230	410	4	11	15	655
22	Pennsylvania	279	281	15	38	53	613
23	Do	64	58				122
24	Do	248	335	104	107	211	794
25	Do	87	179	1	6	7	273

NORMAL NUMBER OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN EACH ESTABLISHMENT—WOOLEN AND WORSTED GOODS—Concluded

Establishment number.	State.	16 years of age and over.		Under 16 years of age.			Grand total.
		Males.	Females.	Males.	Females.	Total.	
26	Ohio	35	12				47
27	Do	80	11				91
28	Do	466	816	31	154	185	1,467
29	Do	147	69				216
30	Do	84	153		2	2	239
31	Illinois	65	35				100
32	Do	18	16				34
33	Do	74	33	2	1	3	110
34	Indiana	60	136	7	7	14	210
35	Do	1,265	381	31	25	56	1,702
36	Do	66	73		4	4	143
37	Michigan	88	43				131
38	Do	12	50	2	1	3	65
39	North Carolina	60	39	5	9	14	113
40	Do	32	21	2	13	15	68
41	Do	58	17	5	6	11	86
42	Do	26	13	2	2	4	43
43	Georgia	111	77	23	13	36	224
44	Do	8	11	1	3	4	23
45	Do	88	38	5	4	9	135
46	Do	42	37	9	7	16	95
	Total	6,419	5,373	391	541	932	12,724

NUMBER AND PER CENT OF MALES AND OF FEMALES 16 YEARS OF AGE AND OVER AND UNDER 16 YEARS OF AGE EMPLOYED IN 46 WOOLEN AND WORSTED MILLS.

Age and sex.	Number.	Per cent.
16 years of age and over:		
Males	6,419	50.4
Females	5,373	42.2
Under 16 years of age:		
Males	391	3.1
Females	541	4.3
Total	12,724	100.0

CHARACTER OF THE INDUSTRY.

The manufacture of woolen and worsted goods is to a large extent localized in the New England and Eastern States. Massachusetts stands first in number of employees and in value of product, followed in order by Pennsylvania, Rhode Island, and New York. Massachusetts alone in 1905 employed over one-fourth of the average number of wage earners in the industry throughout the whole Union, while over nine-tenths of the total value of its products came from 10 States—Massachusetts, Pennsylvania, Rhode Island, New York, Connecticut, New Jersey, Maine, New Hampshire, Vermont, and Ohio.[1] Nearly one-third (31.6 per cent) of the total value was produced in the three cities of Philadelphia, Pa., Lawrence, Mass., and Providence, R. I.

[1] See Special Reports of the Census Office, Manufactures, 1905, Part III, pp. 87–120.

Notwithstanding this degree of centralization, small woolen mills are found scattered about here and there throughout the Southern and Middle Western States. These are apt to be rather primitive in their equipment and do mainly a local business.

REGULARITY OF THE WORK.

In general the employers agreed that the work was very slightly, if at all, seasonal. Some spoke of an extra pressure of work toward the end of the year, and at sample-making time; none had any regular dull season. The industry is quickly affected, however, by any general business depression, or by special circumstances affecting the supply or price of wool. Consequently without any recognized seasons the number of wage earners employed may vary considerably within a year.

CHARACTER OF THE WORK.

This is almost entirely a machine industry, especially in the parts with which women are concerned. A large part of the work demands skill and nearly all demands some experience. Unlike some of the industries studied, this does not confine its employment of women to unskilled processes. In weaving women slightly outnumber men, and mending, which is practically a kind of hand weaving, demanding skill, judgment, and accuracy, is almost wholly in the hands of women.[1]

In the matter of cleanliness the character of the work varies with the operation. Several of the introductory processes, such as sorting, scouring, and dyeing the wool, are dirty and unpleasant, but very few women work in these. In carding, at which they are employed to some extent, and spinning, in which they are numerously engaged, dust and lint are produced.

When rags are used as a source of wool, several very dirty and dusty operations are involved, but only a few of the factories visited had these processes, most of them buying their rag wool, if they used it at all, ready-made. The truth of the situation seems to be that none of the operations in which women are engaged need be seriously dusty or dirty, but some of them generally are.

Most of the work involves continuous standing, to which in some operations is added frequent stooping or bending. In a few cases women's work requires heavy lifting. In the work known as drawing, overhead creels must be kept supplied with full bobbins, which weigh from 10 to 14 pounds apiece. The creels need refilling every three hours. The strain of lifting these heavy bobbins to an overhead position is considerable, and seems particularly unfit for women. In a few mills men are employed for this work.

[1] See Report of the U. S. Tariff Board on Wool and Manufactures of Wool, 1912, p.956.

There are no conspicuously dangerous machines in the industry. Belts and gearings were very frequently found unguarded. In some cases floors were so slippery with grease that the danger of falls was constant. On the whole, although there was no opportunity to make an exhaustive study of the subject, the risk of accident did not seem as great as in some other occupations, such, for instance, as the metal-working trades, in which women worked on unguarded presses.

COMPETITION BETWEEN THE SEXES.

There are a few woolen-mill occupations which are practically monopolized by one sex or the other, the practice in this respect varying somewhat from mill to mill. In most mills women were found but rarely in the preparatory department and scarcely at all in the finishing and dyeing departments. In the actual processes of converting wool into cloth, however, in combing, drawing, twisting, spinning, weaving, and the like they were numerously employed, some parts of the work being almost wholly in their hands. No complaint, however, was heard of their driving out men; on the contrary, it seems probable that if any change is taking place the tendency is in the opposite direction. According to the census figures, between 1880 and 1890 the proportion of women in the industry rose from 37.5 per cent to 42.1 per cent, while the proportion of children under 16 fell from 11.9 per cent to 7.0 per cent. Since that time the proportion of children has remained almost constant, while the proportion of women has slightly decreased, the percentages for 1905[1] being—

	Per cent.
Males 16 years of age and over	52.7
Females 16 years of age and over	40.1
Children under 16 years of age	7.2

It is possible that with the introduction of heavier, swifter, and more intricate machinery the relative importance of women in the industry is diminishing. In the mills visited, however, the tendency if it exists is not clearly perceptible. All that can be said with certainty is that women are not driving out men.

GENERAL SANITARY CONDITIONS.

These ranged all the way from very bad to excellent. In the majority of cases the workrooms were reasonably clean, but 18 cases were found in which this was not so. In a number of cases the workrooms, although clean, were so crowded with machinery that they were uncomfortable and hardly safe.

The rooms in which spinning and weaving were carried on were apt to be uncomfortably warm and humid. This seemed in many cases to be regarded as a necessary condition, the managers declaring that a

[1] See Special Reports of the Census Office, Manufactures, 1905, Part. III, p. 90.

considerable degree of moisture was needed to keep the fibers of the yarn flexible so that they would not break in handling. The moisture was supplied sometimes by jets of steam, sometimes by sprinkling devices. As seen in operation, both these methods were apt to supply much more moisture than was necessary, materially increasing the operatives' discomfort thereby. A few mills were found in which humidifiers and ventilating systems had been installed which supplied the degree of humidity needed and no more, provided excellent ventilation, and kept the temperature at a reasonable figure. These establishments served to show what could be done in the way of providing healthful working conditions, but unfortunately they were not numerous.

Sanitary arrangements showed an equal degree of variation. In the great majority of cases (40) the toilet accommodations for women were adequate, and in all but 9 cases they were kept fairly clean. A lack of reasonable privacy of approach was the most common fault, being found in 27 cases. A few instances were found in which the accommodations provided were so unsuitable and so ill kept as to be really unfit for use.

Ten of the establishments visited provided separate wash rooms for women. Of the others, 6 provided adequate facilities for washing in the workrooms or elsewhere, 7 made no provision of any kind, and 23 provided inadequately for the need, the provision ranging from a bucket of water brought into the room and used unchanged by successive employees to an insufficient number of sinks, basins, pans, etc. Dressing rooms in which the change could be made from street to working clothes were provided in 12 cases. In 34 establishments seats were provided, and the employees allowed to use them whenever the nature of their work permitted. In most of the remaining 12 the employees were at liberty to sit, when their work allowed it, on boxes, window seats, etc., but in a few even this was forbidden—for what reason was not apparent.

OCCUPATIONS WITHIN THE INDUSTRY.

In a large establishment the work is far more subdivided than in a small one; also, the order of the preparatory and the finishing processes may vary somewhat according to the custom of a given mill, the kind of wool used, and the kind of cloth produced. Hence, it is not possible to give more than a general description of the various occupations within the industry.

The main difference between woolen and worsted cloth is that in the latter only long fibers of wool are used, and these, so far as it is possible to do so, are made to lie straight and parallel with one another. In woolen cloth the short fibers are used also, and no effort is made to place the fibers parallel; they are simply expected

to adhere without reference to position. This difference involves the use of several extra processes when worsted is to be manufactured.

The wool, which is received in bales, is first sorted into different grades, according to length and fineness. This is a very dirty and disagreeable job, but is looked upon as skilled work, and paid accordingly. No women were employed at this work in the mills visited. They are sometimes engaged in it,[1] however, and it is said that their greater delicacy of touch enables them to sort out the different grades of wool more accurately than men can do.

After sorting, the wool is passed through a dusting machine in which much of the dirt is beaten out, scoured in vats full of an alkaline solution, rinsed, and passed through a drying machine. If there are burrs in the wool it is passed through a burr-picking machine to remove them, or it may be soaked in an acid solution which carbonizes all vegetable matter. This process, known as carbonization, is never used in the manufacture of worsted. Wool is seldom used without an admixture of some other material, such as cotton, shoddy, or silk. In manufacturing woolen goods the secondary material is mixed with the wool at this point, usually by a machine which not only makes a very thorough mixture but also further opens up and disentangles the wool. From this machine the wool goes to the carder. If worsted is being manufactured, the secondary material is not added until later, but instead the wool is well oiled, that it may be more pliable and easier to manage in the subsequent processes, and after being oiled it goes at once to the cards.

CARDING.

Each carding machine consists of a set of three cards. The purpose of the operation is to disentangle and open up the wool. This is accomplished by passing it through a series of rolls set parallel to and around the periphery of a large revolving cylinder. Both rolls and cylinder are covered with card clothing, a leather foundation through which have been passed innumerable fine-pointed wires so ground and set as to catch up the wool readily. The rolls and cylinders revolve in opposite directions. The first card delivers the wool as a soft, fluffy strand, called sliver. The second card continues the process of card one, and the strand of sliver passes into card three, called the finisher or condenser card, which delivers it in small strands, called roving, which are wound upon a large jack spool. The operator's work is to feed the wool into the machine, keep the strands of sliver and roving intact, and see that the machine is working properly.

[1] The agents of the Tariff Board found that of 858 wool sorters 168 were females. See Report of U. S. Tariff Board on Wool and Manufactures of Wool, p. 956.

Carding is the first operation in which, in this investigation, women and children were found employed. The work did not involve any severe physical strain, but required continuous standing, with a good deal of stooping over. When unoiled wools were being carded, the process filled the air with dust, fibers of wool and lint, etc., but when the wool had been oiled this objectionable feature was much reduced. The oiled wool, however, introduces some very disagreeable features of its own. Thus, in describing the work of the carders in a mill in which the wool was oiled, one agent writes:

The carder's work is easy and she has much time to rest, but as the wool is oily she gets very dirty and greasy. The girls who tend the second and third breakers are covered with grease, and the flying lint gets into their hair and on their clothing. The manager says the oil is necessary, but there seems to be an unusual amount of it here. The room is made very dirty and unattractive by it and the lint.

Another agent, describing another mill, writes:

The carder has much time to sit and her work is not hard, but it is very dirty. Both the wool and the machines are covered with oil, which gets over her hands and clothing, and the bits of flying lint get into her hair. It is for this reason that American girls will seldom work in the carding room, so the work is done here by Poles.

SPINNING.

In the manufacture of worsted goods several processes are brought in between carding and spinning, but in making woolen goods the roving passes directly from the cards to the spinning mule. This is a machine from 50 to 100 feet long. Its most prominent feature is a sliding carriage which moves back and forth upon rails, carrying from 300 to 600 spindles. The jack spool filled with strands of roving is placed in a creel or frame at the back and the strands are passed through a set of metal rolls and attached to the bobbins on the spindles. Each outward motion of the carriage stretches and twists the strands into threads and the inward motion winds them upon the bobbins. The operator's work is to place the jack spool in the creel, attach the strands, tie broken threads and strands, and keep the machine working smoothly.

Mule spinning produces a good deal of lint, as the wool is used dry—that is, unoiled. The friction involved in the operation develops electricity, and this tends to make the wool fibers break easily and keeps them from spinning into a smooth, even thread. In order to combat this difficulty, a moist, warm atmosphere is maintained in the mule-spinning room. Often no device is used for registering the heat and moisture, and both may run far above what is necessary, making the room not only uncomfortable, but unhealthy for

the operatives. Moreover, these rooms are apt to be very close, as doors and windows are kept shut to prevent drafts which might tend to dry the air. These objectionable features are not inevitable. Humidifiers and ventilating systems were found in operation which kept the air fresh, and sufficiently warm and moist, without letting it run up to the injurious degree of heat and humidity too often found, but the mills thus equipped were exceptional.

Very few women were employed at mule spinning, as their skirts interfere with their management of the moving carriages, and on account of the risk of becoming entangled in the machinery this is a very dangerous occupation for them. Boys, called roving hands, were employed to place the spools of roving in the frame, while other boys put in the bobbins on which the yarn is wound and took them off when filled.

TWISTING AND SPOOLING.

These two operations are very largely in the hands of women and children. The purpose of the first is to twist the yarn into a two, three, or four ply strand. Sometimes a strand of silk or other material is introduced. Spooling consists of winding yarn upon the spools and cops which are used in the loom. Neither of these occupations requires any heavy lifting or strain. Both require the operator to stand, but there are opportunities for sitting down at intervals when the work is running smoothly. These processes were frequently carried on either in the spinning rooms or in rooms immediately adjoining, and a lack of ventilation and a quite unnecessary degree of heat were the rule.

BEAMING, WARPING, DRAWING-IN.

The yarn may be dyed just before going to the loom, or may be spun from dyed wool, or may have a double dyeing, once in the wool and once in the yarn. At whatever stage the dyeing takes place it is done by men. In the operations of preparing the loom both men and women are employed. Warping, which consists of arranging the threads of the warp in the order in which they are to appear in the woven pattern, is a complex matter, requiring very careful work. In connection with this the threads are dressed—that is to say, brushed, and sometimes treated with size—the object being to keep them smooth and to prevent projecting fibers from catching while the loom is at work. In the mills on which this report is based dressing was always done by men, but warping was done by men and women alike. In beaming the threads, properly arranged, are wound on the beam at the back of the loom, at uniform distances one from another and with a uniform tension.

Drawing-in consists of passing the ends of the warp threads through the apertures of the device, by which the threads are raised and lowered in proper sequence to form the design as the shuttle passes through. It is somewhat like threading large needles all day.

In warping and beaming the workers stand in the main; but there are opportunities for sitting. Drawing-in is usually done seated. All these operations were usually performed under good conditions. Drawing-in demands a good light, which was sometimes wanting.

WEAVING.

The automatic power loom, which is in general use, has greatly reduced the skill necessary for weaving; but it is still an occupation which, in general, calls for skill and experience. The operator starts the loom, watches it to see that all is working properly, ties together threads which may break, etc. The work is done standing; but when a weaver is tending only a few looms there are opportunities to sit when the work is running smoothly. The work is harder than cotton weaving, as the looms are wider, and consequently more reaching and stretching are required to get at different parts which may need attention.

Women outnumber men in weaving; but children were not found in it at all, the work demanding more experienced and responsible workers. Little lint or dust is produced, and the work on the whole is clean. Conditions of work may be excellent, and in some mills were so, but in a number of cases ventilation was defective, and quite frequently the light along the center aisles was insufficient, the looms here being farthest from the windows.

BURLING, MENDING, ETC.

After the web is taken from the loom it passes through the hands of a series of workers, who examine it for defects. Burlers remove knots and unevenness from the surface; menders fill in by needle and hand any defective stitches; speckers color with ink the small white spots which are sometimes found in the cloth; and perchers, throwing the cloth over a frame, examine it carefully for defects of any kind which may have escaped notice. Men are engaged in these processes to only a very small extent.

All of this requires some skill, mending especially often requiring very careful and accurate work. The women employed here are a good type of workers, intelligent, and experienced. The work is done sitting, and the rooms are usually pleasant, well lighted, well ventilated work places.

These processes practically complete the list of occupations in which women were found employed in the manufacture of woolen

goods. The cloth goes through a number of other processes, such as fulling, scouring, drying, gigging, shearing, and the like, designed to make the weave close and to give the desired kind of surface—smooth, lustrous, or rough, as the case may be. Many of these involve wet and heavy work, but women were neither employed in them nor working at other occupations in the same rooms.

SPECIAL OCCUPATIONS IN WORSTED MILLS.

The wool is sorted, cleaned, and carded, much as for the manufacture of woolen goods; but after carding the roving is passed through a preparing gill box, in which 8 or 10 strands are run into 1 and drawn out into smaller compass. This operation is sometimes known as doubling. Its purpose is to insure an even quality of the roving. It is chiefly in the hands of men and boys.

From the gill boxes the roving passes to the combs, where an intricate mechanism separates the long from the short fibers. The latter, known as noils, are gathered into a receiving bin and used for making woolens. The long fiber, designated "tops," passing through various tubes and rollers, emerges in a long soft band or rope of fiber. Women are extensively employed on this work, which involves continuous standing. It also requires a considerable amount of reaching and stretching over the machine in order to keep the material running properly. Complaint is sometimes made of the irritation produced in the nose and throat by the noils which are combed out; but this is not apt to be serious. The wool is oiled before being combed, and the noils, heavy with the oil, tend to fall rather than to float in the air. A more serious objection is the heat, which is considerable and sometimes excessive. The combs are heated, and unless the temperature is carefully watched and regulated it is very apt to rise higher than is necessary or healthful.

After being combed, the tops go to the drawing frames, where the strand is drawn finer preparatory to spinning. The operators, chiefly women, who tend these machines are constantly on their feet, and a good deal of heavy lifting is involved in putting the bobbins filled with roving ready to be drawn into overhead frames. Here, too, heat and humidity are frequently excessive.

Spinning follows the drawing operations. For the most part cap, flyer, or ring frame spinning is used in worsted mills, though some mule spinning is done. Except where mules are used, the spinning is done almost wholly by women and children. In itself the work is not heavy. It involves continuous standing and frequent stooping and twisting about to reach and mend the broken threads. Dust and lint are not apt to be excessive in these rooms, as the stock is oiled. Moreover, in cap spinning the metal cap, which covers the bobbin, keeps down most of the fluff. In a number of the older mills visited

the machinery in the spinning rooms, as in some of the other workrooms, took up so much of the floor space that the operatives had scarcely room to move about safely.

The yarn as spun is automatically transferred from the frame spinner to a spool or bobbin and next goes through twisting and doubling operations, much like those used in the manufacture of woolen goods. Women, and especially children, are largely employed in these operations, and also in the winding and spooling, which must be done before the yarn is ready for the warpers and beamers. The character of the work and the conditions under which it is done do not differ materially from those of the spinning room.

The work of preparing the loom, the weaving, and the final processes are the same for woolen and worsted goods.

THE LABOR FORCE.

The table already given (see p. 322) shows the distribution by sex of the adults and children in each mill visited. The extent to which women and children were employed varied widely from mill to mill. In 13 of the 45 establishments no children under 16 were found. In the remainder the percentage in this age group ranged from 0.58 per cent in establishment No. 15 to 26.57 per cent in No. 24. The proportion of women over 16 ranged from 12.09 per cent in No. 27 to 76.92 per cent in No. 38. The proportions of women and children in the different States show wide variations, but the number of employees studied differed so greatly that comparisons can not be made with safety. The percentages of women and of children in this group of 12,724 employees are nearly identical with those shown by the 1905 census for the industry as a whole.[1]

AGE OF EMPLOYEES.

Table I shows by sex the ages of the 11,502 employees for whom information on this point was gained. A few young children were found at work, 13 boys and 19 girls being under 14. The proportion of the total male workers aged less than 16 does not differ materially from the proportion of female workers in the same age group, but from 16 up to 20, the proportion of female workers at each year of age is markedly greater than the proportion of the male workers at the same age. The largest proportion of females found at any one year occurs at 18, 13.32 per cent of their number being of this age. Among the males the year of greatest concentration was 16, but only 4.62 per cent were found here. The proportion of the workers of each sex found in certain age groups was as follows:

[1] Census percentages: Women 16 or over, 40.1 per cent; children, 7.2 per cent. In this group women aged 16 or over formed 42.2 per cent and children 7.4 per cent. See Special Reports of the Census Office, Manufactures, 1905, Part III, p. 90.

PER CENT DISTRIBUTION OF THE SEXES, BY AGE GROUPS—WOOLEN AND WORSTED GOODS.

Age group.	Males.	Females.
Under 16 years	6.02	8.89
16 and 17 years	8.03	18.54
18 and 19 years	6.77	22.16
20 to 24 years	16.60	22.14
25 years and over	62.58	28.27

Although as compared with the men only a small proportion of the women are aged 25 or over, yet on the whole their age level is fairly high. A full half are 20 or over and only a trifle over one-fourth of their number are under 18.

The proportion of the female workers under and over 20 varied considerably from State to State. The number in each State and the proportions of these found in several age groups were as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY STATES—WOOLEN AND WORSTED GOODS.

State.	Number of female workers.	Per cent in each age group.		
		Under 18 years.	Under 20 years.	25 years and over.
Maine	136	17.64	23.53	52.21
Massachusetts	244	11.89	26.64	48.77
Rhode Island	589	23.77	38.88	36.33
New Jersey	1,342	30.18	60.73	20.34
Pennsylvania	1,010	34.36	50.89	29.01
Ohio	1,210	27.68	55.37	21.98
Illinois	80	15.00	33.75	36.25
Indiana	509	22.99	41.06	31.23
Michigan	94	11.70	29.79	41.49
North Carolina	100	37.00	55.00	28.00
Georgia	150	28.00	44.00	35.33

Pennsylvania and North Carolina show the largest proportions of females under 18, and Massachusetts and Michigan the smallest. The small proportion in Massachusetts is more significant, since it is the leading State in the manufacture of woolen and worsted products, while Michigan stands far down the list.

In the group of female employees as a whole just half (49.60 per cent) were under 20. It is worth noticing that there are only four States—New Jersey, Pennsylvania, Ohio, and North Carolina—in which the per cent under 20 equals or exceeds this figure. Massachusetts and Rhode Island, both important States in the industry, fell considerably below having, respectively, about one-fourth and a trifle under two-fifths in this age group.

In the proportion of those aged 25 or over Maine leads, closely followed by Massachusetts. New Jersey showed the smallest proportion, one-fifth, of these older workers, Ohio having less than 2 per cent more. The fact that women are employed in skilled occupations

in this industry may very reasonably account for the large proportion of older workers found rather generally, but especially in the New England States.

RACE OF EMPLOYEES.

Table II shows by sex and age groups the race of the 11,551 employees concerning whom this information was gained. Considering both sexes together the Americans, who make up 31.23 per cent of the total, are by far the most numerous group, the Poles of various nationalities coming next with 10.82 per cent, closely followed by the Germans with 10.24 per cent. The various English-speaking nationalities make up not far from one-half of the whole group—47.07 per cent.

Among the female workers the American and German workers were less numerous than in the group as a whole, while the Irish were slightly and the Poles decidedly more numerous. The Poles were almost as numerous as the Americans among the girls under 16, forming 24.27 per cent, while the Americans formed 29.63 per cent. No other foreign race showed any marked difference in its proportions in the two age groups under 16 and 16 and over. In this, the movement can hardly be looked upon as a driving out of Americans by newcomers; it appears rather to be a withdrawal by Americans from certain kinds of work, whereupon their places are filled by foreigners. Mention has already been made (see p. 328) of the fact that American girls and women sometimes refused to work in particularly dirty and unpleasant occupations and their places were taken by Polish women.

The age distribution of the women of the different races presents some interesting variations. Taking only the races of which there were over 200 representatives, the proportions in three age groups stood as follows:

NUMBER OF FEMALE WORKERS AND PER CENT IN SPECIFIED AGE GROUPS, BY RACE—WOOLEN AND WORSTED GOODS.

Race.	Number of female workers.	Per cent in each age group.		
		Under 20 years.	20 to 24 years.	25 years and over.
American	1,423	44.34	24.25	31.41
Bohemian	357	50.14	19.05	30.81
English	241	30.71	24.90	44.40
German	542	47.79	25.09	27.12
Hungarian	356	53.09	19.66	27.25
Irish	464	29.74	20.90	49.36
Italian	405	56.33	19.60	24.07
Polish	933	68.27	21.43	10.30

The Polish women show decidedly the largest proportion of young workers and the smallest proportion among those 25 or over. The Irish show the smallest proportion of workers under 20, and the

largest proportion in the oldest group, though the English very closely approach them in both respects. It is at least probable that there is a connection between this and the fact that many of these two races are skilled weavers, having been trained in the old country. The non-English-speaking races for the most part show a conspicuously large proportion among the young workers and a correspondingly small proportion in the older groups.

CONJUGAL CONDITION.

Table IV shows by age and sex the conjugal condition of the 11,520 employees for whom information on these points was gained. As usual the difference between the sexes is marked, 74.05 per cent of the female as against 42.92 per cent of the male workers being single. The proportion of women who are or have been married, however, is unusually large. Early marriages did not seem very common among these workers. Only 11 of the women under 18 and 25 of the men under 20 had been married.

Among the women the different races show marked variations in this respect. Considering only the races of which there were at least 200 representatives, the proportions of each who had been married, as shown in Table V, were as follows:

	Per cent.
American	26.1
Bohemian	31.4
English	26.7
German	21.8
Hungarian	37.3
Irish	20.0
Italian	33.2
Polish	16.1

It appears that the proportion of married women of a given race at work does not depend wholly upon the age level of that race group. It is true that the smallest proportion of married women was found among the Poles, who also had the smallest proportion of women aged 25 or over, but the next smallest proportion of married women is found among the Irish, among whom the proportion of women aged 25 or over is larger than in any of the other numerously represented races. The English and American women show almost identical proportions of married workers, although their age grouping is markedly dissimilar, and the Italians, who show next to the highest proportion of married workers, stood second only to the Polish women in the relative youthfulness of their workers. Apparently not only age, but a racial attitude toward the work of married women is involved. This becomes more evident if only the workers who are

married but not widowed are considered. For these the proportions stand as follows:

	Per cent.
American	20.3
Bohemian	24.6
English	22.3
German	19.2
Hungarian	33.6
Irish	12.7
Italian	30.2
Polish	15.4

The Irish, who have the highest age level, show the smallest proportion of married, not widowed, women at work, while the Italians who are next to the youngest group, show next to the highest proportion of such workers.

HOURS OF LABOR.

The following table shows for each establishment visited the daily and weekly hours of labor, the time allowed for lunch, and the frequency and amount of overtime.

The hours in general were long. In Ohio and Illinois it was illegal to employ children under 16 (and in Ohio girls under 18) more than 48 hours a week. In one Indiana factory 20 men were employed only 48 hours a week, working from 3 a. m. till noon, and one factory in New Jersey had a 50-hour week for all employees, but apart from these none had as short a week as 54 hours. In exactly half the establishments visited the weekly hours were 60 or over, running up in a few cases to 66.

Overtime was common, 22 establishments reporting definitely that they had worked overtime during the preceding year. In three of these, however, only men had worked the extra hours. The frequency of overtime where it had been worked varied from 8 or 12 up to 200 or more times during the year. In some instances the overtime reported by the employers themselves ran up to almost incredible figures. Thus in establishment No. 19 overtime was called for 208 times during the year, and amounted on an average to 21 hours extra per week when worked. As the regular weekly hours were 55, this means that for two-thirds of the working year a 76-hour week prevailed. Establishment No. 21 shows a slightly greater frequency of overtime, but the weekly hours were increased only to 66. Both of these were large establishments employing, respectively, 573 and 410 women. Some other mills showed notably long overtime hours. In No. 32 for the equivalent of five weeks an 80-hour week prevailed, and in No. 46 for the same length of time a 78½-hour week was required, while a 70-hour week for a short period was not unusual; but no other establishments showed such excessive hours prevailing for any considerable length of time.

HOURS OF LABOR, LUNCH PERIOD, AND OVERTIME WORK IN EACH ESTABLISHMENT—WOOLEN AND WORSTED GOODS.

Establishment number.	State.	Normal hours of labor per day.			Total hours per week.	Time allowed for lunch (minutes).	Overtime work.	
		Monday to Friday.	Saturday.	Sunday.			Times required during year.	Average hours per week when worked.
1	Maine	10⅝	5⅝		60	60	31	7½
		11½			[1] 57½			
2	Do	10⅝	5⅝		60	60		
3	Do	10⅝	5⅝		60	60	60	6
4	Do	10⅝	5⅝		60	60	31	15
5	Do	10	10		60	60		
6	Do	10⅝	5⅝		60	60		
7	Massachusetts	10⅝	5⅝		60	45		
		10½	5½		58			
8	Do	10½	5½		58	45	45	6
9	Do	10½	5½		58	60		
10	Do	10½	5½		58	60	45	12
11	Do	10½	6¾		58	45	[2] 30	10
12	Do	10 1/12	5 1/12		58	40		
13	Do	10⅝	5⅝		60	45		
		10 6/10	5⅝		58			
14	Rhode Island	10½	5½		58	45	([3])	([3])
15	Do	10½	5½		58	45	[2] 45	3
16	Do	10½	5½		58	45	([4])	5
17	Do	10½	5½		58	60	31	10½
18	New Jersey	10	6		56	60		
19	Do	10	5		55	60	208	21
		11			[1] 55	30		
20	Do	10			50	60		
21	Do	10	6		56	60	212	10
22	Pennsylvania	11	5		60	[5] 45		
23	Do	10½	5		57½	[5] 40		
24	Do	10¾	6¼		60	[5] 45		
		12			[1] 60			
25	Do	10¼	5¼		57	[5] 45	65	5
26	Ohio	10	5		55	30		
27	Do	10	10		60	45		
28	Do	10	5		55	45		
		8½	5		48			
		10	7		57	30		
		8¼	7		48			
		10	7		57	([6])		
29	Do	10	10		60	30	12	5
30	Do	10	5		55	60		
		8½	5		48			
31	Illinois	10	6		56	60	15	10
32	Do	10¼	9¼		60	50	30	20
33	Do	10⅝	5⅝		60	55	8	10
34	Indiana	10¼	8¼		[7] 60	45	60	10
35	Do	10	9		59	60	([9])	([9])
		11	11		[1] 66			
		8	8		[8] 48			
36	Do	10½	9½		[7] 60	50	[10] 15	10
37	Michigan	10½	7½		60	60	12	4
38	Do	10¼	8¼		60	45	20	8
39	North Carolina	10¼	8¼		59½	45	40	12½
40	Do	10 3/4	8 3/4		60½	45		
41	Do	11 1/2	8 1/2		66	45		
42	Do	10¼	8¼		59½	45		
43	Georgia	11 1/2	9½		66⅔	35		
44	Do	11½	9½		66	40		
45	Do	10¾	5¾		59½	45		
46	Do	11½	8½		66	30	30	12½

[1] Night force.
[2] Men only.
[3] Some overtime work done, amount not reported.
[4] Not reported.
[5] Permit for shortening lunch period not reported.
[6] Males 15 minutes, females 30 minutes.
[7] On account of depression in business this plant has operated only 8 hours a day, 5 days a week, past year.
[8] Work from 3 a. m. until 12 noon.
[9] Men only, 48 worked 12 times during year an average of 2 hours a week; 943 worked 40 times during year an average of 10 hours a week.
[10] Records show that several females under 18 worked more than 60 hours per week.

EARNINGS.

Table VI shows in detail the earnings during a specific week of 11,373 employees for whom information on this point was obtained. The difference in the earnings of the sexes is less than in many of the industries studied. Among those under 18 it is very slight or sometimes even shows a difference in favor of the female workers. In the group aged 18 to 20, however, the balance is emphatically in favor of the males, and thenceforth increases rapidly. Less than one-sixth of the males as against nearly two-fifths of the females earned less than $6 in the given week, while 42.59 per cent of the males as against 9.38 per cent of the females earned $10 or over.

Considering the female workers by themselves, it appears that their wage level is considerably higher than in many of the industries studied. Sixty-one and seventy-hundredths per cent of the group earned $6 or more, and practically one-fourth earned $8 or over. The effect of age upon their earnings is very marked. Less than 1 per cent of the girls under 16 and only 2.2 per cent of the girls aged 16 and 17 earned as much as $10, while 17.85 per cent of those aged 25 or over reached or exceeded this amount. Of those aged 18 or over, but 13 per cent earned under $5 and 29.7 per cent under $6 during the week in question.

The earnings of the women differed materially from State to State. The number aged 18 or over, and the proportion of these in various earnings groups were for each State as follows:

PER CENT OF FEMALE WORKERS AGED 18 YEARS AND OVER IN SPECIFIED EARNINGS GROUPS, BY STATES—WOOLEN AND WORSTED GOODS.

State.	Female workers 18 years of age and over.				
	Number whose earnings were reported.	Per cent with weekly earnings of—			
		Under $5.	Under $6.	Under $8.	$10 or over.
Maine	111	19.8	31.5	60.3	11.7
Massachusetts	211	10.9	23.7	55.0	21.8
Rhode Island	444	7.4	20.0	65.8	16.0
New Jersey	936	9.6	25.5	78.8	4.5
Pennsylvania	653	14.1	30.0	68.6	17.6
Ohio	872	15.7	38.3	71.3	13.2
Illinois	65	16.9	30.8	67.7	12.3
Indiana	380	7.6	15.0	45.3	14.7
Michigan	83	26.5	48.2	71.1	10.8
North Carolina	62	50.0	59.7	80.6	9.7
Georgia	98	43.9	66.3	90.8	1.0

The numbers studied in the several States were so different that comparisons can be made only with great caution, but the situation of the workers within each State has some points of interest. New Jersey presents the most unusual distribution, having a decidedly small percentage in the groups of lowest earnings, and with one exception the smallest proportion found in the group earning $10 or over. It also shows a larger proportion than any other State in the

group earning $6 to $7.99. Massachusetts has almost as large a proportion in the group earning $10 or over as in the group earning less than $6, an unusual equivalence, which is shown by Indiana alone of the other States. North Carolina and Georgia show surprising percentages in the group earning under $5, but the numbers concerned are so small that the figures lose much of their significance.

SUMMARY.

The manufacture of woolen and worsted goods employs a large number of women and children, adult men constituting only a little over half of the working force. The proportion of children has shown a tendency to remain stationary or to decrease for some time past, and in a less degree this is true concerning the women also.

Women and children are engaged for the most part in machine operations or work connected directly with machines. They are employed in several operations which are decidedly dirty and disagreeable, and most of their work demands continuous standing. In some cases women were found doing work which involved raising heavy loads above their heads. Women and children were not found in the wet processes, nor to any extent in the dusty processes of preparing wool. The heat and humidity of the atmosphere in which they were usually obliged to work constituted one of the most objectionable features of their employment. These conditions are not necessarily inherent in the industry, but are very generally met with. The work done by children is mainly unskilled, while that done by women ranges all the way from mere machine tending to skilled work. The sanitary conditions varied so widely that no general statement can be made concerning them.

The age level of the female workers was rather high, a full half being 20 or over. Americans were the leading race, but formed less than one-third of the total number, the other two-thirds being widely scattered racially. No complaint was heard that the newer immigrants were driving out the older comers.

The earnings of the women workers were better than in many of the industries studied. Still, nearly two-fifths earned less than $6 during the week studied, and over a tenth earned under $4. On the other hand, more than a third earned from $6 to $7.99, one-fourth earned $8 or over, and practically one-tenth reached $10.

CHAPTER II.

GENERAL TABLES.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex and age. The time covered is an actual week in the period December, 1908, to April, 1909, taken as generally representative of normal conditions.]

CANNING AND PRESERVING.

Age.	Males.						Females.					
	N. J.	Pa.	Md.	La.	Total.	Per cent at each age.	N. J.	Pa.	Md.	La.	Total.	Per cent at each age.
8 years	.....	.....	.....	2	2	0.34	.....	.....	.....	3	3	0.33
9 years	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.11
10 years	.....	.....	.....	2	2	.34	.....	.....	.....	2	2	.22
11 years	.....	.....	.....	2	2	.34	.....	.....	.....	2	2	.22
12 years	.....	.....	.....	3	3	.52	.....	.....	.....	3	3	.33
13 years	.....	.....	.....	1	1	.17	.....	.....	3	4	7	.76
14 years	.....	1	2	1	4	.69	.....	15	1	2	18	1.95
15 years	.....	4	6	2	12	2.07	.....	30	3	9	42	4.56
16 years	.....	11	6	3	20	3.44	1	87	6	4	98	10.63
17 years	7	5	4	1	17	2.93	6	90	9	2	107	11.61
18 years	3	12	4	1	20	3.44	6	54	20	5	85	9.22
19 years	5	7	1	.....	13	2.24	4	56	7	2	69	7.48
20 years	8	11	4	.....	23	3.96	6	53	9	.....	68	7.37
21 years	9	9	6	1	25	4.30	6	38	5	2	51	5.53
22 years	2	17	3	.....	22	3.79	4	29	6	4	43	4.66
23 years	2	9	.....	.....	11	1.89	3	15	5	.....	23	2.49
24 years	4	6	4	1	15	2.58	1	14	3	.....	18	1.95
25 to 29 years	20	46	18	3	87	14.97	9	55	18	.....	82	8.89
30 to 34 years	23	38	15	.....	76	13.08	12	16	15	6	49	5.31
35 to 39 years	17	31	15	3	66	11.36	12	14	16	6	48	5.21
40 to 44 years	16	13	14	2	45	7.75	11	8	11	5	35	3.80
45 to 54 years	18	16	34	6	74	12.74	12	7	21	9	49	5.31
55 to 64 years	6	5	18	4	33	5.68	5	1	4	5	15	1.63
65 years and over	1	1	4	2	8	1.38	.....	1	2	1	4	.43
Total	141	242	158	40	[1]581	100.00	98	583	164	77	922	100.00

[1] Not including 1 for whom full report was not received.

CANS AND BOXES, TIN.

Age.	Males.							Females.						
	N. Y.	Md.	La.	Ill.	Mich.	Total.	Per cent at each age.	N. Y.	Md.	La.	Ill.	Mich.	Total.	Per cent at each age.
13 years	.....	1	.....	.....	.....	1	0.10	.....	1	.....	.....	.....	1	0.28
14 years	.....	1	12	.....	20	33	3.24	.....	2	6	.....	5	13	3.63
15 years	.....	4	16	.....	42	62	6.08	.....	2	10	.....	8	20	5.59
16 years	9	8	18	11	20	66	6.48	2	2	7	7	7	25	6.98
17 years	17	8	12	19	12	68	6.67	8	9	4	15	5	41	11.45
18 years	15	3	11	24	14	67	6.58	7	4	8	19	10	48	13.41
19 years	14	5	10	18	11	58	5.69	10	3	8	11	5	37	10.33
20 years	12	9	7	12	8	48	4.71	6	4	5	13	8	36	10.06
21 years	6	6	3	11	11	37	3.63	3	4	7	7	10	31	8.66
22 years	10	3	4	14	10	41	4.02	3	3	1	7	11	25	6.98
23 years	14	3	6	9	8	40	3.93	2	1	2	6	5	16	4.47
24 years	14	4	7	6	5	36	3.53	2	1	1	4	3	11	3.07
25 to 29 years	34	26	14	42	29	145	14.23	1	3	3	8	3	18	5.03
30 to 34 years	20	35	7	22	8	92	9.03	.....	3	2	7	6	18	5.03
35 to 39 years	24	19	6	12	8	69	6.77	2	1	.....	3	3	9	2.51
40 to 44 years	16	20	2	14	6	58	5.69	1	1	.....	1	2	5	1.40
45 to 54 years	14	18	6	21	8	67	6.58	.....	.....	.....	2	2	4	1.12
55 to 64 years	4	9	1	12	4	30	2.94	.....	.....	.....	.....	.....	.....	.....
65 years and over	.....	1	.....	.....	.....	1	.10	.....	.....	.....	.....	.....	.....	.....
Total	223	183	142	247	224	1,019	100.00	47	44	64	110	93	[1]358	100.00

[1] Not including 1 for whom full report was not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CIGAR BOXES.

MALES.

Age.	Mass.	Pa.	Md.	Fla.	La.	Ohio.	Mich.	Wis.	Total.	Per cent at each age.
10 years				1					1	0.27
12 years				1					1	.27
13 years			1	3					4	1.08
14 years	2		1	2		2	6	1	14	3.77
15 years	1	1	4	6	1	2	7	1	23	6.20
16 years		4		9		3	1		17	4.58
17 years	1	1	3	7	2	2	1	3	20	5.39
18 years	1	4	1	7		8	1	3	25	6.74
19 years				12	1	1	1		15	4.04
20 years	2	2	1	9	2	2	1		19	5.12
21 years	2	1	2	8	2			1	16	4.31
22 years	1			6					7	1.89
23 years	1	3	1	12	1	3			21	5.66
24 years	2			10		2			14	3.77
25 to 29 years	1	6	7	37	3	7			61	16.44
30 to 34 years	5	3	2	19	1	3			33	8.90
35 to 39 years	1	2	5	12	1	4			25	6.74
40 to 44 years	3	6	4	6	2	3			24	6.47
45 to 54 years	1	1	1	13	2	5			23	6.20
55 to 64 years		1	2	3					6	1.62
65 years and over		1	1						2	.54
Total	24	36	36	183	18	47	18	9	[1] 371	100.00

FEMALES.

13 years				3					3	0.60
14 years			3	7			4		14	2.81
15 years	4	1	1	5		1	15	3	30	6.02
16 years	4	1	2	19	5	5	11	13	60	12.05
17 years	5	1	5	14	2	2	9	9	47	9.44
18 years	1	3	3	11	4	1	5	9	37	7.43
19 years	3	4	5	12		3		8	35	7.03
20 years	1	3	6	7	3	1	4	9	34	6.83
21 years	11	1	3	11	2	7	4	4	43	8.63
22 years	4	4	6	3	1	5	6	3	32	6.43
23 years	2	1	4	10	3	3	2	3	28	5.62
24 years	1	2	1	2	1	3	2	4	16	3.21
25 to 29 years	3	6	5	12	6	6	8	6	52	10.44
30 to 34 years	1	1	3	9	5	3	2		24	4.82
35 to 39 years			5	5	1	7			18	3.62
40 to 44 years		1	1	8	1	2			13	2.61
45 to 54 years	1		2	4		4			11	2.21
55 to 64 years						1			1	.20
Total	41	29	55	142	34	54	72	71	[2] 498	100.00

[1] Not including 2 for whom full reports were not received.
[2] Not including 8 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CIGARETTES.

Age.	Males.						Females.					
	Mass.	N. Y.	N. C.	La.	Total.	Per cent at each age.	Mass.	N. Y.	N. C.	La.	Total.	Per cent at each age.
13 years	.....	.....	1	.....	1	0.19	.....	.....	8	.....	8	0.56
14 years	1	.....	10	3	14	2.68	.....	.....	7	13	20	1.40
15 years	.....	.....	7	10	17	3.26	4	4	11	25	44	3.09
16 years	2	1	8	4	15	2.87	6	63	9	25	103	7.23
17 years	.....	2	11	1	14	2.68	7	132	17	20	176	12.35
18 years	.....	8	6	2	16	3.07	3	120	17	20	160	11.23
19 years	.....	12	9	2	23	4.41	5	102	20	24	151	10.60
20 years	2	11	11	2	26	4.98	5	80	16	10	111	7.79
21 years	.....	9	11	2	22	4.21	2	69	12	15	98	6.88
22 years	2	12	10	1	25	4.79	5	53	17	6	81	5.68
23 years	2	19	4	2	27	5.17	3	41	9	4	57	4.00
24 years	2	14	8	1	25	4.79	1	27	9	9	46	3.23
25 to 29 years	11	50	22	7	90	17.24	6	119	22	10	157	11.02
30 to 34 years	8	29	12	5	54	10.35	2	64	20	3	89	6.25
35 to 39 years	5	39	11	4	59	11.30	.....	42	3	7	52	3.65
40 to 44 years	.....	21	8	4	33	6.32	.....	26	1	.....	27	1.89
45 to 54 years	1	26	5	6	38	7.28	.....	23	5	2	30	2.10
55 to 64 years	.....	14	3	1	18	3.45	.....	7	3	5	15	1.05
65 years and over	1	1	2	1	5	.95	.....	.....	.....	.....	.....	.....
Total	37	268	159	58	522	100.00	49	972	206	198	[1]1,425	100.00

[1] Not including 4 for whom full reports were not received.

CIGARS.

MALES.

Age (years).	Me.	Mass.	R. I.	Conn.	N. Y.	N. J.	Pa.	Md.	N. C.	Fla.	La.	Ohio.	Ill.	Ind.	Mich.	Total.	Per cent at each age.
9	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
10	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
11	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
12	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	1	0.02
13	.....	.....	.....	.....	.....	.....	.....	2	1	3	.....	.....	.....	.....	.....	6	.12
14	.....	.....	.....	1	.....	1	2	3	2	20	3	.....	.....	.....	.....	32	.66
15	.....	.....	.....	.....	2	4	4	4	5	39	1	1	2	.....	1	63	1.29
16	.....	1	.....	.....	.....	11	3	4	5	63	10	10	6	.....	.....	113	2.32
17	1	.....	.....	.....	3	15	13	8	2	76	4	6	21	.....	2	151	3.10
18	1	2	.....	5	2	12	13	16	4	83	3	15	20	.....	.....	176	3.61
19	.....	2	3	1	3	13	11	9	9	87	3	15	17	.....	1	174	3.57
20	1	3	1	1	1	11	13	6	2	128	7	10	19	1	.....	204	4.19
21	1	.....	2	1	3	10	11	5	5	126	1	9	16	.....	.....	190	3.90
22	.....	1	6	2	8	7	9	6	2	136	1	10	13	1	.....	202	4.15
23	.....	1	3	2	4	6	18	12	2	131	4	16	24	.....	.....	223	4.58
24	1	2	3	2	7	8	6	8	1	128	4	9	11	.....	1	191	3.92
25 to 29	7	14	21	10	23	27	31	53	2	473	16	47	100	1	2	827	16.98
30 to 34	4	15	18	15	16	19	43	34	1	401	13	28	60	1	.....	668	13.71
35 to 39	7	9	13	7	17	21	28	39	.....	324	10	17	45	1	1	539	11.07
40 to 44	5	13	7	14	19	9	22	33	.....	200	10	18	29	3	1	383	7.86
45 to 54	6	26	11	28	75	24	29	29	2	198	18	21	36	2	1	506	10.39
55 to 64	1	8	2	37	18	4	12	21	.....	49	5	8	8	.....	.....	173	3.55
65 and over	.....	.....	.....	7	3	1	10	4	.....	20	1	3	.....	.....	.....	49	1.01
Total	35	97	90	133	204	203	278	296	45	2,686	114	243	427	10	10	[1]4,871	100.00

[1] Not including 44 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CIGARS—Concluded.

FEMALES.

Age (years).	Me.	Mass.	R. I.	Conn.	N. Y.	N. J.	Pa.	Md.	N. C.	Fla.	La.	Ohio.	Ill.	Ind.	Mich.	Total.	Per cent at each age.
9	....	.....	.....	.....	.....	.....	.....	.....	.....	1	....	.....	.....	.....	.....	1	0.01
10	....	.....	.....	.....	.....	.....	.....	.....	.....	.....	....	.....	.....	.....	.....	.....	.....
11	....	.....	.....	.....	.....	.....	1	.....	.....	1	....	.....	.....	.....	.....	2	.02
12	....	.....	.....	.....	1	.....	.....	3	.....	1	....	.....	.....	.....	.....	5	.06
13	....	.....	.....	.....	1	.....	.....	18	.....	2	....	.....	.....	.....	.....	21	.24
14	....	.....	.....	1	.....	22	50	36	13	10	27	.....	3	58	44	264	2.98
15	....	2	2	3	4	66	101	55	16	32	57	2	3	124	90	557	6.28
16	1	.....	.....	8	10	136	225	117	19	42	74	81	20	128	88	949	10.70
17	2	8	1	3	6	163	214	137	23	46	68	88	23	110	86	978	11.02
18	....	3	2	4	12	201	219	101	20	62	66	198	31	106	88	1,113	12.55
19	1	2	3	4	10	136	189	116	16	42	46	138	37	88	56	884	9.96
20	2	4	1	2	12	144	154	97	14	55	56	115	34	83	37	810	9.13
21	1	6	1	3	13	63	101	71	9	27	44	63	14	48	26	490	5.52
22	4	4	1	5	17	67	68	61	12	31	29	67	14	38	13	431	4.86
23	1	1	1	2	18	36	59	46	5	25	25	51	10	23	11	314	3.54
24	....	2	1	2	11	15	43	33	8	15	34	37	18	32	6	257	2.90
25 to 29	5	5	11	7	60	67	100	84	14	114	79	74	43	87	12	762	8.59
30 to 34	....	5	3	1	35	15	32	28	1	88	34	37	18	25	1	323	3.64
35 to 39	....	2	.....	1	45	12	18	27	2	67	30	11	12	20	1	248	2.80
40 to 44	....	1	1	.....	44	8	12	8	.....	64	8	12	7	17	3	185	2.08
45 to 54	....	.....	2	.....	72	9	3	13	1	59	12	27	1	14	.....	213	2.40
55 to 64	....	1	.....	.....	15	3	.....	3	.....	14	2	11	1	4	.....	54	.61
65 and over	....	.....	.....	.....	2	1	.....	.....	.....	2	....	2	....	3	.....	10	.11
Total.	17	46	30	46	388	1,164	1,589	1,054	173	800	691	1,014	289	1,008	562	[1]8,871	100.00

[1] Not including 772 for whom full reports were not received.

CLOCKS AND WATCHES.

Age.	Males.					Females.				
	Conn.	Ill.	Ind.	Total.	Per cent at each age.	Conn.	Ill.	Ind.	Total.	Per cent at each age.
14 years	17	.....	2	19	0.97	4	.....	3	7	0.82
15 years	27	.....	8	35	1.80	8	.....	4	12	1.41
16 years	41	8	9	58	2.98	30	11	16	57	6.69
17 years	41	8	7	56	2.87	27	18	15	60	7.04
18 years	55	23	9	87	4.47	52	32	13	97	11.39
19 years	46	14	6	66	3.39	39	23	8	70	8.22
20 years	41	12	3	56	2.87	41	23	18	82	9.62
21 years	59	20	5	84	4.31	28	21	15	64	7.51
22 years	42	13	10	65	3.34	25	18	8	51	5.99
23 years	52	11	6	69	3.54	20	19	9	48	5.63
24 years	56	26	8	90	4.62	17	14	8	39	4.58
25 to 29 years	173	56	27	256	13.14	70	48	12	130	15.26
30 to 34 years	143	35	25	203	10.42	25	20	6	51	5.99
35 to 39 years	122	49	12	183	9.39	27	12	2	41	4.81
40 to 44 years	115	41	15	171	8.78	5	10	1	16	1.88
45 to 54 years	197	54	23	274	14.07	10	15	.....	25	2.93
55 to 64 years	111	12	10	133	6.83	1	1	.....	2	.23
65 years and over	40	3	.....	43	2.21	.....	.....	.....	.....	.....
Total	1,378	385	185	[1]1,948	100.00	429	285	138	[2]852	100.00

[1] Not including 30 for whom full reports were not received.
[2] Not including 19 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CONFECTIONERY.

MALES.

Age.	Me.	Mass.	R. I.	N. Y.	N. J.	Pa.	Md.	Ga. and La.	Ohio.	Ill.	Ind.	Wis.	Total.	Per cent at each age.
13 years	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	3	0.18
14 years	1	2	1	.....	.....	7	10	1	.....	3	.....	8	33	1.93
15 years	2	8	.....	1	.....	9	6	.....	.....	3	1	17	47	2.75
16 years	.....	12	.....	3	1	10	10	2	15	1	3	15	72	4.21
17 years	.....	17	1	11	3	13	6	2	17	7	.....	9	86	5.03
18 years	2	21	.....	14	6	15	9	3	20	8	2	.....	100	5.85
19 years	.....	24	.....	15	2	18	7	1	13	4	1	2	87	5.09
20 years	.....	26	.....	11	.....	11	4	2	10	9	.....	.....	73	4.27
21 years	1	40	3	18	2	16	7	1	12	7	1	.....	108	6.32
22 years	.....	16	1	13	2	8	5	1	11	6	1	.....	64	3.74
23 years	.....	29	2	19	.....	4	4	6	11	.....	4	.....	79	4.62
24 years	.....	12	1	17	1	4	4	4	10	3	1	.....	57	3.33
25 to 29 years	3	60	2	89	6	25	24	7	19	15	3	.....	253	14.79
30 to 34 years	1	50	2	73	2	22	19	3	24	11	1	.....	208	12.16
35 to 39 years	3	42	.....	45	1	16	20	6	12	10	1	.....	156	9.12
40 to 44 years	2	34	1	30	2	12	10	2	11	8	.....	.....	112	6.55
45 to 54 years	4	26	1	33	.....	11	18	1	16	6	.....	.....	116	6.78
55 to 64 years	3	12	.....	6	.....	4	9	2	5	7	.....	.....	48	2.81
65 years and over	.....	.....	.....	.....	1	1	1	.....	2	3	.....	.....	8	.47
Total	22	431	15	398	29	206	176	44	208	111	19	51	[1] 1,710	100.00

FEMALES.

12 years	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	3	0.08
13 years	.....	.....	.....	.....	.....	.....	19	1	.....	.....	.....	.....	20	.56
14 years	.....	41	4	5	1	14	28	8	22	42	3	34	202	5.71
15 years	3	92	2	9	11	37	18	10	45	62	8	38	335	9.47
16 years	2	119	.....	62	6	50	21	14	53	87	25	60	499	14.10
17 years	3	144	1	86	3	48	13	19	45	95	18	35	510	14.41
18 years	5	101	5	44	1	58	21	12	40	59	16	45	407	11.50
19 years	4	65	.....	44	1	37	9	13	31	49	5	20	278	7.86
20 years	5	66	.....	29	.....	27	10	8	15	40	12	19	231	6.53
21 years	5	49	.....	36	1	16	2	6	14	19	6	9	163	4.61
22 years	3	39	1	25	.....	21	2	1	11	29	8	6	146	4.13
23 years	2	31	1	19	1	33	5	4	10	19	2	10	137	3.87
24 years	.....	26	.....	12	.....	12	4	.....	4	9	3	4	74	2.09
25 to 29 years	6	71	.....	76	.....	31	7	7	14	23	4	13	252	7.12
30 to 34 years	2	21	.....	30	.....	12	1	5	8	18	4	8	109	3.08
35 to 39 years	2	21	.....	27	.....	11	8	4	7	13	2	.....	95	2.68
40 to 44 years	2	10	.....	14	.....	3	2	2	.....	4	2	2	41	1.16
45 to 54 years	.....	6	.....	15	.....	1	1	2	2	4	.....	1	32	.90
55 to 64 years	.....	.....	.....	1	.....	.....	1	1	.....	.....	.....	1	4	.11
65 years and over	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....	1	.03
Total	44	902	14	535	25	411	175	117	321	572	118	305	[2] 3,539	100.00

[1] Not including 168 for whom full reports were not received.
[2] Not including 94 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CORE MAKERS.

Age.	Males.					Females.				
	Pa.	Ill.	Ind.	Total.	Per cent at each age.	Pa.	Ill.	Ind.	Total.	Per cent at each age.
15 years	.....	.....	3	3	4.76	.....	.....	.....	.....	.....
16 years	.....	2	.....	2	3.17	5	13	4	22	5.82
17 years	.....	1	1	2	3.17	15	25	3	43	11.38
18 years	.....	1	3	4	6.35	10	48	1	59	15.61
19 years	.....	4	.....	4	6.35	10	63	3	76	20.11
20 years	.....	2	4	6	9.53	5	55	.....	60	15.87
21 years	.....	2	3	5	7.94	4	19	1	24	6.35
22 years	.....	3	.....	3	4.76	1	32	.....	33	8.73
23 years	.....	.....	3	3	4.76	1	9	1	11	2.91
24 years	.....	.....	1	1	1.59	4	8	.....	12	3.17
25 to 29 years	.....	3	5	8	12.70	9	18	1	28	7.41
30 to 34 years	.....	2	5	7	11.11	1	2	1	4	1.06
35 to 39 years	.....	5	2	7	11.11	1	2	.....	3	.79
40 to 44 years	.....	2	.....	2	3.17	1	1	.....	2	.53
45 to 54 years	.....	6	.....	6	9.53	.....	.....	.....	.....	.....
55 to 64 years	.....	.....	.....	.....	.....	.....	.....	1	1	.26
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	33	30	[1] 63	100.00	67	295	16	[2] 378	100.00

[1] Not including 12 for whom full reports were not received.
[2] Not including 8 for whom full reports were not received.

CORSETS.

Age.	Males.						Females.					
	Conn.	N. J.	Ill.	Mich.	Total.	Per cent at each age.	Conn.	N. J.	Ill.	Mich.	Total.	Per cent at each age.
10 years	1	.....	.....	.....	1	0.17	.....	.....	.....	.....	.....	.....
11 years	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
12 years	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
13 years	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
14 years	1	.....	2	.....	3	.50	72	8	34	16	130	3.33
15 years	2	2	3	.....	7	1.17	95	5	47	45	192	4.93
16 years	16	1	9	2	28	4.68	170	9	47	80	306	7.85
17 years	12	1	2	2	17	2.84	143	23	57	105	328	8.41
18 years	12	1	3	2	18	3.01	173	27	53	85	338	8.67
19 years	10	1	5	8	24	4.01	148	24	33	88	293	7.52
20 years	12	1	.....	4	17	2.84	160	23	29	53	265	6.80
21 years	15	.....	6	6	27	4.52	108	19	21	57	205	5.26
22 years	17	.....	5	8	30	5.02	84	16	15	40	155	3.98
23 years	14	.....	6	4	24	4.01	102	13	14	37	166	4.26
24 years	14	.....	1	9	24	4.01	87	9	12	20	128	3.28
25 to 29 years	61	1	13	28	103	17.23	316	35	23	59	433	11.11
30 to 34 years	50	3	3	14	70	11.71	206	16	9	37	268	6.87
35 to 39 years	48	2	2	16	68	11.37	199	19	13	17	248	6.36
40 to 44 years	42	1	5	6	54	9.03	156	4	6	1	167	4.28
45 to 54 years	43	5	8	6	62	10.37	187	13	8	2	210	5.39
55 to 64 years	15	1	.....	2	18	3.01	53	1	2	.....	56	1.44
65 years and over	2	1	.....	.....	3	.50	9	1	.....	.....	10	.26
Total	387	21	73	117	[1] 598	100.00	2,468	265	423	742	[2] 3,898	100.00

[1] Not including 29 for whom full reports were not received.
[2] Not including 67 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CRACKERS AND BISCUITS.

MALES.

Age.	Mass. and Me.	N. Y.	Pa.	Md.	Ga.	La.	Ohio.	Ill.	Ind.	Total.	Per cent at each age.
12 years	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
13 years	.....	.....	.....	2	.....	1	.....	.....	.....	3	0.21
14 years	.....	.....	8	4	.....	2	.....	2	1	17	1.19
15 years	11	.....	13	3	.....	4	1	.....	6	38	2.67
16 years	7	2	19	3	.....	4	8	2	5	50	3.51
17 years	10	1	17	8	.....	13	5	5	7	66	4.64
18 years	23	9	12	3	.....	3	10	8	2	70	4.92
19 years	10	12	16	1	.....	3	11	5	3	61	4.28
20 years	11	9	18	1	.....	6	7	8	3	63	4.42
21 years	17	11	18	2	.....	3	15	8	2	76	5.34
22 years	16	8	14	.....	.....	6	4	4	.....	52	3.65
23 years	20	12	12	1	.....	4	6	8	3	66	4.64
24 years	12	14	12	1	.....	4	2	5	3	53	3.72
25 to 29 years	64	55	58	9	.....	17	15	30	6	254	17.84
30 to 34 years	33	26	49	4	.....	10	8	16	6	152	10.67
35 to 39 years	18	29	22	4	.....	15	9	18	4	119	8.36
40 to 44 years	21	26	30	3	.....	9	9	14	6	118	8.29
45 to 54 years	24	16	34	5	.....	8	10	9	5	111	7.79
55 to 64 years	8	5	15	2	.....	5	6	5	1	47	3.30
65 years and over	3	1	3	.....	.....	1	.....	.....	.....	8	.56
Total	308	236	370	56	.....	118	126	147	63	[1] 1,424	100.00

FEMALES.

12 years	.....	.....	.....	2	.....	.....	.....	.....	.....	2	0.10
13 years	.....	.....	.....	8	.....	.....	.....	.....	.....	8	.38
14 years	13	.....	32	11	.....	2	3	10	2	73	3.49
15 years	26	.....	69	8	3	19	4	12	9	150	7.18
16 years	43	39	94	10	2	17	17	37	14	273	13.07
17 years	38	60	75	12	.....	20	13	62	8	288	13.79
18 years	39	55	72	4	1	18	46	45	6	286	13.69
19 years	24	51	50	5	1	10	22	27	10	200	9.57
20 years	19	54	35	2	.....	14	18	20	5	167	7.99
21 years	26	29	27	2	1	12	18	12	2	129	6.17
22 years	12	30	25	1	2	8	6	5	3	92	4.40
23 years	9	24	11	1	.....	5	6	8	3	67	3.21
24 years	13	10	14	1	2	4	9	3	2	58	2.78
25 to 29 years	34	34	32	.....	1	16	15	14	6	152	7.28
30 to 34 years	10	8	20	6	.....	4	2	7	4	61	2.92
35 to 39 years	9	1	11	2	.....	2	4	5	1	35	1.68
40 to 44 years	3	.....	7	.....	.....	2	4	1	2	19	.91
45 to 54 years	1	2	6	.....	.....	1	1	5	2	18	.86
55 to 64 years	.....	2	2	.....	.....	1	1	2	1	9	.43
65 years and over	.....	.....	1	.....	.....	1	.....	.....	.....	2	.10
Total	319	399	583	75	13	156	189	275	80	[2] 2,089	100.00

[1] Not including 115 for whom full reports were not received.
[2] Not including 82 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

HARDWARE AND METAL SPECIALTIES.

Age.	Males.		Females.	
	Connecticut.	Per cent at each age.	Connecticut.	Per cent at each age.
14 years	26	0.83	19	1.75
15 years	46	1.48	49	4.52
16 years	70	2.25	76	7.00
17 years	71	2.28	125	11.52
18 years	99	3.18	165	15.21
19 years	130	4.17	114	10.51
20 years	134	4.30	131	12.07
21 years	138	4.43	61	5.62
22 years	131	4.20	45	4.15
23 years	122	3.92	29	2.67
24 years	117	3.76	32	2.95
25 to 29 years	571	18.33	109	10.05
30 to 34 years	456	14.64	50	4.61
35 to 39 years	387	12.42	45	4.15
40 to 44 years	223	7.16	20	1.84
45 to 54 years	274	8.80	11	1.01
55 to 64 years	94	3.02	4	.37
65 years and over	26	.83	.....	.....
Total	[1] 3,115	100.00	[2] 1,085	100.00

[1] Not including 25 for whom full reports were not received.
[2] Not including 2 for whom full reports were not received.

HOSIERY AND KNIT GOODS.

MALES.

Age (years).	Me.	Mass.	R. I.	Conn.	N. Y.	N. J.	Pa.	N. C.	Ga.	La.	Ohio.	Ill.	Ind.	Mich.	Wis.	Total.	Per cent at each age.
8	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
9	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	2	0.07
10	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	3	.10
11	.....	.....	.....	.....	.....	.....	.....	.....	13	.....	.....	.....	.....	.....	.....	13	.44
12	.....	.....	.....	.....	.....	.....	.....	4	12	.....	.....	.....	.....	.....	.....	16	.55
13	.....	.....	.....	.....	.....	.....	.....	5	21	.....	.....	.....	.....	.....	.....	26	.89
14	.....	3	5	.....	3	11	25	8	29	13	3	3	11	.....	3	117	4.00
15	.....	6	10	8	2	13	52	10	18	18	4	1	23	1	4	170	5.81
16	.....	3	11	12	12	16	39	4	15	7	10	8	17	.....	13	167	5.70
17	.....	3	8	13	10	13	41	4	18	8	11	9	7	.....	5	150	5.12
18	2	4	4	16	18	28	32	4	27	3	15	4	6	.....	4	167	5.70
19	.....	1	6	20	20	17	27	8	10	4	14	12	7	.....	3	149	5.09
20	4	3	7	8	17	21	30	4	14	3	13	11	1	.....	.....	136	4.65
21	2	5	5	13	17	21	20	1	15	1	10	18	1	.....	1	130	4.44
22	1	2	2	6	7	14	21	6	12	4	4	8	2	.....	1	90	3.07
23	.....	4	5	12	14	17	17	2	6	1	8	13	4	.....	1	104	3.55
24	.....	4	1	12	12	13	18	.....	11	2	5	28	1	.....	1	108	3.69
25 to 29	.....	6	11	38	76	66	72	11	25	6	24	69	8	.....	8	420	14.34
30 to 34	.....	10	9	28	42	38	36	2	23	4	20	45	7	.....	5	269	9.19
35 to 39	.....	4	15	30	35	21	44	2	13	4	15	34	4	.....	1	222	7.58
40 to 44	.....	3	11	20	39	16	28	2	8	2	14	22	1	.....	.....	166	5.67
45 to 54	.....	8	7	22	49	25	33	1	17	1	9	22	6	.....	.....	200	6.83
55 to 64	.....	5	.....	11	14	13	13	1	8	.....	7	8	3	.....	.....	83	2.84
65 and over	.....	.....	1	2	5	2	3	.....	1	.....	.....	5	1	.....	.....	20	.68
Total.	9	74	118	271	392	365	551	79	321	81	186	320	110	1	50	[1] 2,928	100.00

[1] Not including 83 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

HOSIERY AND KNIT GOODS—Concluded.

FEMALES.

Age (years).	Me.	Mass.	R. I.	Conn.	N. Y.	N. J.	Pa.	N. C.	Ga.	La.	Ohio.	Ill.	Ind.	Mich.	Wis.	Total.	Per cent at each age.
8	....	.....	....	.....	.....	....	.....	....	1	....	.....	....	.....	.....	....	.....	.....
9	....	.....	....	.....	.....	....	.....	....	.....	....	.....	....	.....	.....	....	.....	.....
10	....	.....	....	.....	.....	....	.....	....	3	....	.....	....	.....	.....	....	3	0.03
11	....	.....	....	.....	1	....	.....	....	4	....	.....	....	.....	.....	....	5	.05
12	....	.....	....	.....	.....	....	.....	1	21	....	.....	....	.....	.....	....	22	.21
13	1	.....	....	.....	.....	....	.....	14	37	....	.....	....	.....	.....	....	52	.50
14	....	13	24	8	2	16	114	18	58	30	3	9	37	12	38	382	3.67
15	5	22	46	34	18	23	174	16	39	34	11	18	80	28	82	630	6.05
16	....	63	52	36	63	44	217	26	52	32	52	45	126	58	125	991	9.52
17	1	44	68	43	78	34	226	8	53	36	50	55	117	50	119	982	9.44
18	2	55	61	60	67	28	200	15	51	24	122	56	105	55	109	1,010	9.71
19	1	55	45	47	96	28	156	9	39	15	78	55	104	51	98	877	8.43
20	5	47	53	41	88	37	138	9	18	9	72	57	90	40	92	796	7.65
21	1	44	51	44	84	16	118	9	21	8	56	52	42	48	84	678	6.52
22	....	52	33	25	65	18	106	9	28	8	52	53	55	31	46	581	5.58
23	1	37	33	27	61	10	91	4	10	4	45	38	40	26	40	467	4.49
24	....	33	29	23	43	11	87	4	14	3	38	26	27	24	39	401	3.85
25 to 29	1	89	94	74	207	28	227	11	27	13	85	76	88	47	93	1,160	11.15
30 to 34	....	32	39	53	84	17	94	5	18	8	33	42	46	12	35	518	4.98
35 to 39	1	12	17	23	84	11	63	6	18	5	27	20	20	6	14	327	3.14
40 to 44	....	15	21	24	67	18	28	3	9	....	14	8	27	5	5	244	2.34
45 to 54	2	7	12	12	70	18	21	2	24	....	14	9	14	2	4	211	2.03
55 to 64	....	1	2	3	21	1	11	.....	11	....	3	....	4	1	1	59	.57
65 and over	....	1	.....	1	2	.....	.....	.....	1	....	.....	3	.....	.....	.....	8	.08
Total	21	622	680	578	1,201	358	2,071	169	557	229	755	622	1,022	496	1,024	[1]10,405	100.00

[1] Not including 415 for whom full reports were not received.

JEWELRY.

Age.	Males.		Females.	
	Rhode Island.	Per cent at each age.	Rhode Island.	Per cent at each age.
14 years	4	1.38	5	2.73
15 years	6	2.06	13	7.10
16 years	22	7.56	21	11.48
17 years	22	7.56	15	8.20
18 years	27	9.28	10	5.46
19 years	12	4.12	20	10.93
20 years	25	8.59	11	6.01
21 years	19	6.53	16	8.74
22 years	10	3.44	8	4.37
23 years	8	2.75	9	4.92
24 years	13	4.47	9	4.92
25 to 29 years	39	13.40	20	10.93
30 to 34 years	23	7.90	16	8.74
35 to 39 years	20	6.87	8	4.37
40 to 44 years	11	3.78	1	.55
45 to 54 years	18	6.19	1	.55
55 to 64 years	9	3.09	.....	.....
65 years and over	3	1.03	.....	.....
Total	291	100.00	[1]183	100.00

[1] Not including 7 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

NEEDLES AND PINS.

Age.	Males.		Females.	
	Connecticut.	Per cent at each age.	Connecticut.	Per cent at each age.
14 years	10	1.24	16	2.56
15 years	20	2.49	47	7.53
16 years	23	2.86	65	10.42
17 years	22	2.73	67	10.74
18 years	33	4.10	47	7.53
19 years	36	4.47	67	10.74
20 years	30	3.73	57	9.13
21 years	30	3.73	40	6.41
22 years	33	4.10	41	6.57
23 years	31	3.85	29	4.65
24 years	26	3.23	20	3.21
25 to 29 years	119	14.78	59	9.45
30 to 34 years	117	14.53	27	4.33
35 to 39 years	98	12.17	20	3.21
40 to 44 years	60	7.45	8	1.28
45 to 54 years	76	9.44	11	1.76
55 to 64 years	32	3.98	3	.48
65 years and over	9	1.12	.....	.....
Total	[1]805	100.00	[2]624	100.00

[1] Not including 5 for whom full reports were not received.
[2] Not including 2 for whom full reports were not received.

NUTS, BOLTS, AND SCREWS.

Age.	Males.				Females.			
	Pennsylvania.	Ohio.	Total.	Per cent at each age.	Pennsylvania.	Ohio.	Total.	Per cent at each age.
13 years	1	.....	1	0.31	.....	.....	.....	.....
14 years	18	1	19	5.83	37	3	40	6.10
15 years	26	2	28	8.59	37	4	41	6.25
16 years	12	.....	12	3.68	31	23	54	8.23
17 years	7	.....	7	2.15	34	40	74	11.28
18 years	8	.....	8	2.45	33	77	110	16.77
19 years	14	.....	14	4.29	37	30	67	10.21
20 years	22	.....	22	6.75	23	24	47	7.17
21 years	12	.....	12	3.68	15	23	38	5.79
22 years	17	.....	17	5.21	13	28	41	6.25
23 years	18	.....	18	5.52	11	11	22	3.35
24 years	12	.....	12	3.68	4	18	22	3.35
25 to 29 years	63	.....	63	19.33	13	42	55	8.38
30 to 34 years	24	.....	24	7.36	7	11	18	2.75
35 to 39 years	31	.....	31	9.51	4	10	14	2.13
40 to 44 years	16	.....	16	4.91	3	5	8	1.22
45 to 54 years	17	.....	17	5.21	2	1	3	.46
55 to 64 years	4	.....	4	1.23	1	1	2	.31
65 years and over	1	.....	1	.31	.....	.....	.....	.....
Total	323	3	[1]326	100.00	305	351	656	100.00

[1] Not including 7 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

PAPER BOXES.

MALES.

Age (years).	Me.	Mass.	R. I.	Conn.	N. Y.	N. J.	Pa.	Md.	N. C.	Ga.	La.	Ohio.	Ill.	Ind.	Mich.	Total.	Per cent at each age.
12	....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
13	....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	0.10
14	1	1	.....	.....	.....	1	1	2	2	3	3	.....	2	2	1	19	1.89
15	1	2	1	.....	4	3	1	2	.....	.....	4	.....	9	5	.....	32	3.19
16	1	3	3	1	12	10	6	4	.....	.....	1	3	13	9	.....	66	6.57
17	2	3	2	.....	18	16	5	5	2	.....	3	5	7	4	.....	72	7.17
18	4	7	2	.....	16	9	6	.....	1	.....	1	8	4	5	.....	63	6.27
19	1	5	3	.....	16	10	3	2	.....	.....	3	4	4	3	.....	54	5.38
20	1	3	1	1	14	6	2	3	.....	.....	1	5	6	2	.....	45	4.48
21	3	.....	3	.....	13	5	1	2	1	1	3	4	2	9	.....	47	4.68
22	2	2	.....	.....	16	8	2	2	.....	.....	2	3	5	3	.....	45	4.48
23	2	3	1	.....	16	9	3	5	.....	1	....	4	4	4	.....	52	5.18
24	1	3	3	.....	10	7	3	1	.....	.....	.....	.....	2	2	.....	32	3.19
25 to 29	3	11	6	1	50	23	9	7	1	2	4	11	7	10	.....	145	14.44
30 to 34	7	12	1	.....	39	15	8	3	.....	1	1	6	7	5	.....	105	10.46
35 to 39	2	9	2	2	32	10	7	4	1	.....	.....	4	4	5	.....	82	8.17
40 to 44	2	5	3	4	15	13	3	3	3	1	1	1	....	8	.....	62	6.18
45 to 54	2	4	2	1	13	8	10	4	.....	.....	1	5	2	3	.....	55	5.48
55 to 64	1	3	.....	2	7	3	1	3	.....	.....	.....	.....	2	1	.....	23	2.29
65 and over	1	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	4	.40
Total	37	77	33	12	292	156	71	53	11	9	28	63	81	80	1	[1]1,004	100.00

FEMALES.

12	....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	.....	.....	2	0.05
13	....	.....	.....	.....	.....	.....	.....	12	.....	.....	.....	.....	.....	.....	.....	12	.32
14	2	4	2	.....	1	18	16	21	.....	6	12	12	116	7	7	224	5.97
15	4	12	6	8	7	38	31	18	.....	2	9	29	129	20	5	318	8.48
16	3	18	13	7	104	61	47	26	.....	2	9	55	117	28	17	507	13.52
17	16	21	9	3	121	39	31	27	.....	4	6	29	108	31	11	456	12.16
18	10	20	5	4	72	47	20	14	.....	3	2	53	77	29	21	377	10.05
19	14	21	11	5	69	24	15	11	4	2	5	30	55	20	10	296	7.89
20	10	12	5	4	66	25	12	8	2	.....	6	27	42	17	11	247	6.59
21	8	22	5	6	40	31	5	4	1	.....	5	22	24	17	7	197	5.25
22	5	17	7	4	23	24	6	6	2	2	2	12	20	6	5	141	3.76
23	7	17	3	3	16	19	11	5	1	1	2	5	16	6	5	117	3.12
24	6	19	7	4	17	20	8	3	2	.....	2	7	11	6	6	118	3.15
25 to 29	21	70	10	11	73	35	31	14	5	2	7	13	27	17	19	355	9.47
30 to 34	10	25	4	7	35	13	29	7	4	5	6	3	15	5	3	171	4.56
35 to 39	7	11	2	3	24	6	11	8	2	.....	7	2	7	3	6	99	2.64
40 to 44	4	8	2	2	10	4	5	3	.....	.....	.....	2	2	.....	1	43	1.15
45 to 54	4	12	1	3	11	2	7	4	.....	1	1	.....	2	1	1	50	1.33
55 to 64	....	6	.....	3	4	1	2	.....	.....	.....	.....	.....	.....	.....	.....	16	.43
65 and over	....	1	.....	1	2	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	4	.11
Total	131	316	92	78	695	407	287	193	23	30	81	301	768	213	135	[2]3,750	100.00

[1] Not including 13 for whom full reports were not received.
[2] Not including 97 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

POTTERY.

Age.	Males.						Females.					
	N. J.	Pa.	Ohio.	Ind.	Total.	Per cent at each age.	N. J.	Pa.	Ohio.	Ind.	Total.	Per cent at each age.
14 years	8	.....	4	2	14	0.84	13	.....	.....	2	15	2.34
15 years	23	.....	12	6	41	2.46	19	.....	2	4	25	3.89
16 years	24	.....	27	6	57	3.43	25	.....	11	12	48	7.48
17 years	20	2	34	11	67	4.03	25	1	16	8	50	7.79
18 years	29	.....	27	6	62	3.73	26	.....	23	11	60	9.35
19 years	25	.....	28	6	59	3.55	19	.....	19	7	45	7.01
20 years	20	2	27	7	56	3.37	26	.....	14	8	48	7.48
21 years	19	2	28	5	54	3.25	10	.....	17	6	33	5.14
22 years	20	2	42	9	73	4.39	5	.....	12	5	22	3.43
23 years	24	.....	30	12	66	3.97	14	.....	9	5	28	4.36
24 years	19	2	24	7	52	3.13	8	.....	11	.....	19	2.96
25 to 29 years	105	12	133	27	277	16.66	25	2	51	6	84	13.08
30 to 34 years	87	10	105	24	226	13.59	22	1	33	3	59	9.19
35 to 39 years	67	11	78	12	168	10.10	17	1	26	1	45	7.01
40 to 44 years	65	11	58	18	152	9.14	9	1	16	2	28	4.36
45 to 54 years	68	15	88	14	185	11.12	7	.....	19	1	27	4.20
55 to 64 years	11	1	24	3	39	2.34	.....	.....	5	.....	5	.78
65 years and over	2	1	11	1	15	.90	.....	.....	1	.....	1	.15
Total	636	71	780	176	[1] 1,663	100.00	270	6	285	81	[2] 642	100.00

[1] Not including 34 for whom full reports were not received.
[2] Not including 15 for whom full reports were not received.

RUBBER AND ELASTIC GOODS.

Age.	Males.		Females.	
	Connecticut.	Per cent at each age.	Connecticut.	Per cent at each age.
14 years	1	0.17	3	1.08
15 years	5	.86	7	2.52
16 years	8	1.38	18	6.48
17 years	18	3.10	17	6.11
18 years	11	1.90	23	8.27
19 years	9	1.55	17	6.11
20 years	24	4.14	17	6.11
21 years	18	3.10	20	7.20
22 years	15	2.59	17	6.11
23 years	19	3.28	16	5.76
24 years	27	4.66	13	4.68
25 to 29 years	103	17.76	29	10.43
30 to 34 years	80	13.79	30	10.79
35 to 39 years	94	16.21	24	8.63
40 to 44 years	43	7.41	11	3.96
45 to 54 years	69	11.90	10	3.60
55 to 64 years	26	4.48	6	2.16
65 years and over	10	1.72	.....	.....
Total	[1] 580	100.00	[1] 278	100.00

[1] Not includ ing 5 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

SHIRTS, OVERALLS, AND UNDERWEAR.

Age.	Males.					Females.				
	Md.	La.	Ill. and Ind.	Total.	Per cent at each age.	Md.	La.	Ill. and Ind.	Total.	Per cent at each age.
12 years	.....	.....	.....	.....	.....	8	.....	.....	8	0.24
13 years	5	.....	.....	5	0.79	37	.....	.....	37	1.10
14 years	12	1	.....	13	2.04	86	10	19	115	3.43
15 years	26	.....	2	28	4.39	132	7	44	183	5.45
16 years	35	.....	5	40	6.27	239	8	67	314	9.36
17 years	44	.....	5	49	7.68	234	11	67	312	9.30
18 years	57	1	2	60	9.40	241	15	87	343	10.22
19 years	39	.....	4	43	6.74	167	9	67	243	7.24
20 years	24	.....	3	27	4.23	205	15	64	284	8.46
21 years	24	.....	3	27	4.23	156	4	64	224	6.68
22 years	21	.....	1	22	3.45	121	5	45	171	5.10
23 years	35	1	3	39	6.11	138	7	24	169	5.04
24 years	24	2	1	27	4.23	99	9	36	144	4.29
25 to 29 years	71	2	11	84	13.17	278	19	99	396	11.80
30 to 34 years	48	2	10	60	9.40	111	17	46	174	5.19
35 to 39 years	31	3	6	40	6.27	79	7	31	117	3.49
40 to 44 years	27	1	3	31	4.86	43	5	12	60	1.79
45 to 54 years	22	1	6	29	4.55	38	3	9	50	1.49
55 to 64 years	11	.....	1	12	1.88	6	.....	4	10	.30
65 years and over	2	.....	.....	2	.31	.....	.....	1	1	.03
Total	558	14	66	638	100.00	2,418	151	786	[1]3,355	100.00

[1] Not including 47 for whom full reports were not received.

STAMPED AND ENAMELED WARE.

MALES.

Age.	Mass.	N. Y.	N. J.	Pa.	Ohio.	Ill.	Ind.	Wis.	Total.	Per cent at each age.
14 years	.....	.....	10	11	.....	2	2	10	35	1.12
15 years	2	.....	16	14	5	9	19	9	74	2.37
16 years	4	4	24	16	34	24	61	10	177	5.68
17 years	2	4	37	13	27	26	58	4	171	5.48
18 years	2	4	36	18	45	16	57	2	180	5.77
19 years	1	2	35	13	36	17	51	1	156	5.00
20 years	2	1	45	18	49	17	46	1	179	5.74
21 years	4	8	32	9	49	13	45	.....	160	5.13
22 years	5	4	27	19	35	9	31	.....	130	4.17
23 years	3	5	31	10	34	10	30	.....	123	3.94
24 years	5	1	19	13	33	7	26	.....	104	3.34
25 to 29 years	12	10	97	32	147	65	105	2	470	15.07
30 to 34 years	7	16	72	40	94	45	72	.....	346	11.09
35 to 39 years	5	8	50	27	69	31	32	.....	222	7.12
40 to 44 years	10	11	48	11	50	24	33	.....	187	6.00
45 to 54 years	16	10	41	26	60	41	58	1	253	8.11
55 to 64 years	6	7	16	11	32	16	24	.....	112	3.59
65 years and over	4	2	5	.....	10	13	6	.....	40	1.28
Total	90	97	641	301	809	385	756	40	[1]3,119	100.00

[1] Not including 300 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

STAMPED AND ENAMELED WARE—Concluded.

FEMALES.

Age.	Mass.	N. Y.	N. J.	Pa.	Ohio.	Ill.	Ind.	Wis.	Total.	Per cent at each age.
14 years	.....	.....	3	3	1	2	5	16	30	2.02
15 years	1	.....	11	4	.....	1	14	25	56	3.77
16 years	1	.....	17	18	16	28	50	58	188	12.67
17 years	1	5	13	13	18	28	62	50	190	12.80
18 years	4	2	13	14	96	21	50	41	241	16.24
19 years	.....	2	8	6	60	14	27	40	157	10.58
20 years	1	4	13	12	42	11	26	31	140	9.43
21 years	.....	1	7	5	31	6	20	26	96	6.47
22 years	1	1	7	4	26	3	20	17	79	5.32
23 years	1	.....	4	10	13	9	12	16	65	4.38
24 years	1	1	4	3	15	4	7	8	43	2.90
25 to 29 years	2	.....	13	4	42	14	20	9	104	7.01
30 to 34 years	.....	.....	5	8	14	4	7	7	45	3.03
35 to 39 years	1	.....	2	4	8	2	4	3	24	1.62
40 to 44 years	1	.....	1	4	7	3	1	.....	17	1.15
45 to 54 years	.....	.....	4	.....	3	2	.....	.....	9	.61
55 to 64 years	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
Total	15	16	125	112	392	152	325	347	[1]1,484	100.00

[1] Not including 52 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

MALES.

Age.	N. J.	Md.	N. C.	Ohio.	Ill.	Mich.	Wis.	Total.	Per cent at each age.
9 years	.....	.....	1	.....	.....	.....	.....	1	0.03
10 years	.....	.....	3	.....	.....	.....	.....	3	.09
11 years	.....	.....	3	.....	.....	.....	.....	3	.09
12 years	.....	.....	20	.....	.....	.....	.....	20	.59
13 years	.....	.....	94	.....	.....	.....	.....	94	2.77
14 years	2	3	115	6	.....	4	.....	130	3.83
15 years	3	1	93	7	.....	26	.....	130	3.83
16 years	11	5	103	35	2	12	1	169	4.97
17 years	13	6	104	39	.....	1	1	164	4.83
18 years	13	7	129	43	.....	2	4	198	5.83
19 years	9	3	114	34	1	.....	5	166	4.88
20 years	14	6	130	48	1	1	.....	200	5.88
21 years	6	10	92	47	.....	.....	5	160	4.71
22 years	10	3	89	43	.....	.....	2	147	4.33
23 years	6	1	63	38	.....	.....	6	114	3.35
24 years	11	11	74	33	.....	.....	4	133	3.91
25 to 29 years	18	22	239	136	.....	.....	4	419	12.33
30 to 34 years	17	23	148	93	.....	.....	1	282	8.30
35 to 39 years	13	18	135	93	.....	.....	3	262	7.71
40 to 44 years	9	13	90	84	.....	.....	6	202	5.94
45 to 54 years	22	17	99	102	.....	.....	4	244	7.18
55 to 64 years	11	1	49	50	.....	.....	4	115	3.38
65 years and over	2	3	12	22	.....	.....	3	42	1.24
Total	190	153	1,999	953	4	46	53	[1] 3,398	100.00

FEMALES.

11 years	.....	.....	3	.....	.....	.....	.....	3	0.07
12 years	.....	.....	13	.....	.....	.....	.....	13	.28
13 years	.....	1	32	.....	.....	.....	.....	33	.72
14 years	14	3	35	.....	5	19	.....	76	1.66
15 years	23	7	56	1	6	39	.....	132	2.89
16 years	36	13	60	25	26	62	8	230	5.03
17 years	66	18	53	39	58	75	19	328	7.17
18 years	76	22	64	134	83	85	16	480	10.50
19 years	79	19	66	87	90	100	13	454	9.93
20 years	55	14	68	67	85	102	14	405	8.86
21 years	22	14	35	55	41	44	12	223	4.88
22 years	34	11	47	34	41	38	11	216	4.72
23 years	18	7	45	51	19	30	14	184	4.03
24 years	20	7	37	48	23	20	9	164	3.59
25 to 29 years	89	29	172	113	63	50	39	555	12.14
30 to 34 years	72	15	109	104	20	25	19	364	7.96
35 to 39 years	58	16	101	93	13	20	18	319	6.98
40 to 44 years	31	3	57	41	8	12	14	166	3.63
45 to 54 years	24	1	65	60	5	4	12	171	3.74
55 to 64 years	6	1	23	12	1	1	5	49	1.07
65 years and over	2	.....	1	3	.....	.....	1	7	.15
Total	725	201	1,142	967	587	726	224	[2] 4,572	100.00

[1] Not including 122 for whom full reports were not received.
[2] Not including 146 for whom full reports were not received.

TABLE I.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Concluded.

WOOLEN AND WORSTED GOODS.

MALES.

Age.	Me.	Mass.	R. I.	N. J.	Pa.	N. C.	Ga.	Ohio.	Ill.	Ind.	Mich.	Total.	Per cent at each age.
12 years	.....	.....	.....	.....	.....	1	2	.....	.....	.....	.....	3	0.05
13 years	.....	.....	.....	.....	.....	3	7	.....	.....	.....	.....	10	.17
14 years	.....	4	31	17	56	5	5	14	1	10	.....	143	2.37
15 years	5	8	44	21	70	5	12	17	1	22	2	207	3.43
16 years	5	17	33	47	62	11	11	50	10	30	3	279	4.62
17 years	3	13	25	39	44	7	12	29	5	27	2	206	3.41
18 years	5	13	30	38	38	8	15	21	7	22	3	200	3.31
19 years	9	10	29	37	36	9	13	20	10	31	5	209	3.46
20 years	5	11	26	47	31	8	11	31	5	46	1	222	3.68
21 years	5	15	23	44	17	4	10	27	3	52	2	202	3.35
22 years	13	13	15	47	26	3	11	27	2	36	5	198	3.28
23 years	11	6	22	45	16	4	4	20	3	48	.....	179	2.96
24 years	7	11	19	52	22	3	6	30	3	46	2	201	3.33
25 to 29 years	34	56	94	231	89	12	27	105	21	271	11	951	15.75
30 to 34 years	30	56	68	128	54	16	11	120	18	234	11	746	12.35
35 to 39 years	25	57	66	94	69	15	16	90	15	146	9	602	9.97
40 to 44 years	19	53	56	71	43	12	4	82	12	103	9	464	7.68
45 to 54 years	29	58	87	86	93	14	12	105	26	126	18	654	10.83
55 to 64 years	11	41	33	17	29	12	9	45	11	64	8	280	4.64
65 years and over	7	12	4	4	11	.....	2	17	4	20	1	82	1.36
Total	223	454	705	1,065	806	152	200	850	157	1,334	92	[1]6,038	100.00

FEMALES.

11 years	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	2	0.04
12 years	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	.....	2	.04
13 years	.....	.....	.....	.....	1	5	9	.....	.....	.....	.....	15	.27
14 years	1	4	13	11	68	6	6	68	.....	14	1	192	3.51
15 years	4	10	27	30	79	11	6	89	1	18	.....	275	5.03
16 years	8	7	60	125	94	10	10	92	5	50	5	466	8.53
17 years	11	8	40	239	105	3	9	86	6	35	5	547	10.01
18 years	6	22	55	263	90	6	12	218	4	39	13	728	13.32
19 years	2	14	34	147	77	12	12	117	11	53	4	483	8.84
20 years	9	13	31	97	72	2	7	77	6	39	9	362	6.62
21 years	11	16	34	42	50	4	8	44	8	31	4	252	4.61
22 years	5	10	31	58	39	3	5	68	3	21	7	250	4.58
23 years	5	6	27	23	19	3	3	40	5	26	5	162	2.96
24 years	3	15	23	34	23	5	8	45	2	24	2	184	3.37
25 to 29 years	20	33	71	122	82	8	19	100	13	82	11	561	10.27
30 to 34 years	17	20	38	57	73	6	14	56	.....	34	9	324	5.93
35 to 39 years	11	16	37	50	48	3	7	36	6	17	6	237	4.34
40 to 44 years	7	27	31	27	30	3	1	21	3	13	6	169	3.09
45 to 54 years	11	19	29	16	49	6	11	37	7	11	6	202	3.70
55 to 64 years	5	4	6	1	10	1	1	14	.....	.....	1	43	.79
65 years and over	.....	.....	2	.....	1	1	.....	2	.....	2	.....	8	.15
Total	136	244	589	1,342	1,010	100	150	1,210	80	509	94	[2]5,464	100.00

[1] Not including 122 for whom full reports were not received.
[2] Not including 104 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex, age, and race. The time covered is an actual week in the period December, 1908, to April, 1909, taken as generally representative of normal conditions. For number and location of establishments covered, see Table IV.]

CANNING AND PRESERVING.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	147	166	4	22	26	339	26.49	19.67	15.38	28.21	25.00	22.55
Austrian	32	23	.....	2	2	57	5.77	2.73	.....	2.56	1.92	3.79
Bohemian	8	46	1	4	5	59	1.44	5.45	3.85	5.13	4.81	3.92
Canadian:												
English	.....	1	.....	.....	.....	1	.....	.12	.....	.....	.....	.07
English	11	13	.....	.....	.....	24	1.98	1.54	.....	.....	.....	1.60
French	7	8	.....	.....	.....	15	1.26	.95	.....	.....	.....	1.00
German	134	243	4	24	28	405	24.15	28.79	15.38	30.77	26.92	26.94
Hebrew:												
Austrian	.....	1	.....	.....	.....	1	.....	.12	.....	.....	.....	.07
Russian	1	.....	.....	.....	.....	1	.18	.....	.....	.....	.....	.07
Hungarian	21	18	.....	3	3	42	3.78	2.13	.....	3.85	2.88	2.79
Irish	14	37	.....	1	1	52	2.52	4.38	.....	1.28	.96	3.46
Italian	15	8	1	3	4	27	2.70	.95	3.85	3.85	3.85	1.80
Polish	16	44	.....	1	1	61	2.88	5.21	.....	1.28	.96	4.06
Austrian	10	56	4	1	5	71	1.80	6.64	15.38	1.28	4.81	4.72
German	24	50	6	6	12	86	4.33	5.92	23.08	7.69	11.54	5.72
Russian	23	59	6	10	16	98	4.14	6.99	23.08	12.82	15.39	6.52
Portuguese	1	.....	.....	.....	.....	1	.18	.....	.....	.....	.....	.07
Russian	7	10	.....	.....	.....	17	1.26	1.18	.....	.....	.....	1.13
Scandinavian	1	2	.....	.....	.....	3	.18	.24	.....	.....	.....	.20
Scotch	2	2	.....	.....	.....	4	.36	.24	.....	.....	.....	.27
Other Slavs	51	47	.....	1	1	99	9.19	5.57	.....	1.28	.96	6.59
All others	30	10	.....	.....	.....	40	5.41	1.18	.....	.....	.....	2.66
Total	555	844	26	78	104	[1]1,503	100.00	100.00	100.00	100.00	100.00	100.00

CANS AND BOXES, TIN.

American:												
White	242	96	29	16	45	383	26.36	29.63	30.21	47.06	34.62	27.92
Austrian	4	3	1	.....	1	8	.44	.93	1.04	.....	.77	.58
Bohemian	14	2	.....	.....	.....	16	1.52	.62	.....	.....	.....	1.17
Canadian	7	3	.....	.....	.....	10	.76	.93	.....	.....	.....	.73
English	2	.....	.....	.....	.....	2	.22	.....	.....	.....	.....	.15
French	8	.....	.....	.....	.....	8	.87	.....	.....	.....	.....	.58
English	21	2	.....	1	1	24	2.29	.62	.....	2.94	.77	1.75
French	14	7	2	.....	2	23	1.52	2.16	2.08	.....	1.54	1.68
German	208	65	27	6	33	306	22.66	20.06	28.13	17.65	25.38	22.30
Hebrew:												
Austrian	5	.....	.....	.....	.....	5	.55	.....	.....	.....	.....	.36
Russian	15	.....	.....	.....	.....	15	1.63	.....	.....	.....	.....	1.09
Other	15	.....	.....	.....	.....	15	1.63	.....	.....	.....	.....	1.09
Hungarian	1	.....	.....	.....	.....	1	.11	.....	.....	.....	.....	.07
Irish	57	25	.....	.....	.....	82	6.21	7.72	.....	.....	.....	5.98
Italian	134	15	3	2	5	154	14.60	4.63	3.12	5.88	3.85	11.22
Polish	1	.....	2	.....	2	3	.11	.....	2.08	.....	1.54	.22
Austrian	16	16	.....	.....	.....	32	1.74	4.94	.....	.....	.....	2.33
German	74	55	28	7	35	164	8.06	16.97	29.17	20.59	26.92	11.95
Russian	20	15	.....	.....	.....	35	2.18	4.63	.....	.....	.....	2.55
Russian	4	7	.....	.....	.....	11	.44	2.16	.....	.....	.....	.80
Scandinavian	8	1	.....	.....	.....	9	.87	.31	.....	.....	.....	.66
Scotch	8	4	.....	.....	.....	12	.87	1.23	.....	.....	.....	.88
Other Slavs	13	4	.....	.....	.....	17	1.42	1.23	.....	.....	.....	1.24
All others	27	4	4	2	6	27	2.94	1.23	4.17	5.88	4.61	2.70
Total	918	324	96	34	130	[2]1,372	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 1 for whom full report was not received.
[2] Not including 6 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Continued.

CIGAR BOXES.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	197	254	18	26	44	495	59.88	55.46	41.86	55.32	48.89	56.44
Bohemian	2	4	.....	.....	.....	6	.61	.87	.....	.....	.....	.68
Canadian	1	6	.....	.....	.....	7	.30	1.31	.....	.....	.....	.80
English	2	2	.....	1	1	5	.61	.44	.....	2.13	1.11	.57
French	.....	1	.....	.....	.....	1	.....	.22	.....	.....	.....	.11
English	3	13	1	.....	1	17	.91	2.84	2.33	.....	1.11	1.94
French	4	5	.....	.....	.....	9	1.21	1.09	.....	.....	.....	1.03
German	78	140	16	19	35	253	23.71	30.57	37.20	40.42	38.89	28.85
Hebrew:												
Russian	1	.....	1	.....	1	2	.30	.....	2.33	.....	1.11	.23
Hungarian	.....	1	.....	.....	.....	1	.....	.22	.....	.....	.....	.11
Irish	12	19	1	1	2	33	3.65	4.15	2.33	2.13	2.22	3.77
Italian	8	2	.....	.....	.....	10	2.43	.44	.....	.....	.....	1.14
Polish:												
Austrian	2	8	.....	.....	.....	10	.61	1.74	.....	.....	.....	1.14
German	.....	.....	6	.....	6	6	.....	.....	13.95	.....	6.67	.68
Scandinavian	7	3	.....	.....	.....	10	2.13	.65	.....	.....	.....	1.14
Scotch	2	.....	.....	.....	.....	2	.61	.....	.....	.....	.....	.23
All others	10	.....	.....	.....	.....	10	3.04	.....	.....	.....	.....	1.14
Total	329	458	43	47	90	[1]877	100.00	100.00	100.00	100.00	100.00	100.00

CIGARETTES.

American:												
Colored	69	4	6	.....	6	79	14.08	0.30	18.75	.....	5.77	4.06
White	179	554	24	64	88	821	36.53	40.95	75.00	88.89	84.62	42.17
Austrian	7	6	.....	.....	.....	13	1.43	.44	.....	.....	.....	.67
Bohemian	.....	5	.....	.....	.....	5	.....	.37	.....	.....	.....	.26
Canadian	.....	3	.....	.....	.....	3	.....	.22	.....	.....	.....	.15
English	5	1	.....	.....	.....	6	1.02	.07	.....	.....	.....	.31
English	5	27	.....	.....	.....	32	1.02	2.00	.....	.....	.....	1.64
French	8	11	.....	1	1	20	1.63	.81	.....	1.39	.96	1.03
German	28	119	.....	1	1	148	5.71	8.80	.....	1.39	.96	7.60
Hebrew:												
Austrian	1	3	.....	.....	.....	4	.20	.22	.....	.....	.....	.20
Russian	10	28	.....	.....	.....	38	2.04	2.07	.....	.....	.....	1.95
Other	5	.....	.....	1	1	6	1.02	.....	.....	1.39	.96	.31
Hungarian	2	4	.....	.....	.....	6	.41	.30	.....	.....	.....	.31
Irish	51	419	.....	4	4	474	10.41	30.97	.....	5.55	3.85	24.34
Italian	20	74	.....	.....	.....	94	4.08	5.47	.....	.....	.....	4.83
Polish	.....	20	.....	.....	.....	20	.....	1.48	.....	.....	.....	1.03
German	.....	1	.....	.....	.....	1	.....	.07	.....	.....	.....	.05
Russian	.....	1	.....	.....	.....	1	.....	.07	.....	.....	.....	.05
Russian	11	23	.....	.....	.....	34	2.25	1.70	.....	.....	.....	1.75
Scandinavian	3	8	.....	1	1	12	.61	.59	.....	1.39	.96	.62
Scotch	4	15	.....	.....	.....	19	.82	1.11	.....	.....	.....	.97
Other Slavs	.....	1	.....	.....	.....	1	.....	.07	.....	.....	.....	.05
All others	82	26	2	.....	2	110	16.74	1.92	6.25	.....	1.92	5.65
Total	490	1,353	32	72	104	[2]1,947	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 2 for whom full reports were not received.
[2] Not including 4 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Continued.

CIGARS.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
Colored	86	237	2	8	10	333	1.79	2.76	1.89	0.91	1.02	2.32
White	574	1,816	27	278	305	2,695	11.96	21.18	25.48	31.70	31.03	18.77
Austrian	24	62	1	4	5	91	.50	.72	.94	.46	.51	.63
Bohemian	152	466	1	30	31	649	3.17	5.43	.94	3.42	3.15	4.52
Canadian	10	5	.....	1	1	16	.21	.06	.....	.11	.10	.11
English	4	4	.....	.....	.....	8	.08	.05	.....	.....	.....	.06
French	18	2	.....	.....	.....	20	.38	.02	.....	.....	.....	.14
Cuban	1,086	221	29	16	45	1,352	22.64	2.58	27.36	1.82	4.58	9.42
English	139	160	2	9	11	310	2.90	1.87	1.89	1.03	1.12	2.16
French	25	48	.....	6	6	79	.52	.56	.....	.68	.61	.55
German	355	1,114	3	113	116	1,585	7.40	12.99	2.83	12.88	11.80	11.04
Hebrew:												
Austrian	100	167	3	5	8	275	2.08	1.95	2.83	.57	.81	1.92
Russian	538	745	9	27	36	1,319	11.21	8.69	8.49	3.08	3.66	9.19
Other	112	123	1	5	6	241	2.33	1.43	.94	.57	.61	1.68
Hungarian	20	322	.....	3	3	345	.42	3.75	.....	.34	.31	2.40
Irish	51	324	.....	12	12	387	1.06	3.78	.....	1.37	1.22	2.70
Italian	369	1,133	12	133	145	1,647	7.69	13.21	11.32	15.17	14.75	11.47
Polish	19	390	1	37	38	447	.40	4.55	.94	4.22	3.87	3.11
Austrian	8	120	.....	7	7	135	.17	1.40	.....	.80	.71	.94
German	12	456	.....	131	131	599	.25	5.32	.....	14.94	13.33	4.17
Russian	16	148	.....	11	11	175	.33	1.73	.....	1.25	1.12	1.22
Portuguese	7	2	.....	.....	.....	9	.15	.02	.....	.....	.....	.06
Russian	60	181	1	14	15	256	1.25	2.11	.94	1.60	1.53	1.78
Scandinavian	27	17	.....	2	2	46	.56	.20	.....	.23	.20	.32
Scotch	8	9	.....	2	2	19	.17	.10	.....	.23	.20	.13
Spanish	857	106	13	11	24	987	17.86	1.24	12.27	1.25	2.44	6.88
Other Slavs	4	138	.....	5	5	147	.08	1.61	.....	.57	.51	1.03
All others	117	59	1	7	8	184	2.44	.69	.94	.80	.81	1.28
Total	4,798	8,575	106	877	983	[1]14,356	100.00	100.00	100.00	100.00	100.00	100.00

CLOCKS AND WATCHES.

American:												
White	707	369	21	6	27	1,103	37.61	44.89	38.89	33.33	37.50	39.76
Austrian	1	.....	.....	.....	.....	1	.05	.....	.....	.....	.....	.04
Bohemian	2	.....	.....	.....	.....	2	.11	.....	.....	.....	.....	.07
Canadian	17	10	.....	.....	.....	27	.90	1.22	.....	.....	.....	.97
English	2	1	.....	.....	.....	3	.11	.12	.....	.....	.....	.11
French	21	9	2	.....	2	32	1.12	1.09	3.70	.....	2.78	1.15
English	118	38	2	1	3	159	6.28	4.62	3.70	5.56	4.17	5.73
French	18	4	.....	.....	.....	22	.96	.49	.....	.....	.....	.79
German	239	114	6	7	13	366	12.71	13.87	11.12	38.89	18.05	13.19
Hebrew:												
Russian	38	1	1	.....	1	40	2.02	.12	1.85	.....	1.39	1.44
Other	3	2	.....	.....	.....	5	.16	.24	.....	.....	.....	.18
Hungarian	4	.....	.....	.....	.....	4	.21	.....	.....	.....	.....	.15
Irish	360	206	8	2	10	576	19.15	25.06	14.82	11.11	13.89	20.77
Italian	127	15	10	.....	10	152	6.76	1.83	18.52	.....	13.89	5.48
Polish	6	.....	1	.....	1	7	.32	.....	1.85	.....	1.39	.25
German	1	.....	.....	.....	.....	1	.05	.....	.....	.....	.....	.04
Russian	4	.....	.....	.....	.....	4	.21	.....	.....	.....	.....	.15
Portuguese	13	2	.....	.....	.....	15	.69	.24	.....	.....	.....	.54
Russian	7	.....	.....	.....	.....	7	.37	.....	.....	.....	.....	.25
Scandinavian	101	28	2	2	4	133	5.37	3.41	3.70	11.11	5.55	4.80
Scotch	58	15	.....	.....	.....	73	3.08	1.83	.....	.....	.....	2.63
Other Slavs	2	.....	.....	.....	.....	2	.11	.....	.....	.....	.....	.07
All others	31	8	1	.....	1	40	1.65	.97	1.85	.....	1.39	1.44
Total	1,880	822	54	18	72	[2]2,774	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 202 for whom full reports were not received.
[2] Not including 75 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Continued.

CONFECTIONERY.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	382	919	33	138	171	1,472	22.78	30.31	37.08	24.38	26.11	27.44
Austrian	9	1	.....	2	2	12	.54	.03	.....	.35	.30	.22
Bohemian	14	66	2	36	38	118	.83	2.18	2.25	6.36	5.80	2.20
Canadian	17	34	.....	6	6	57	1.01	1.12	.....	1.06	.92	1.06
English	14	38	.....	9	9	61	.83	1.25	.....	1.59	1.37	1.14
French	6	12	.....	2	2	20	.36	.40	.....	.35	.30	.37
English	39	85	.....	7	7	131	2.32	2.81	.....	1.24	1.07	2.44
French	10	29	.....	.....	.....	39	.60	.96	.....	.....	.....	.73
German	346	504	21	119	140	990	20.63	16.62	23.60	21.03	21.37	18.46
Hebrew:												
Austrian	19	4	.....	2	2	25	1.13	.13	.....	.35	.30	.47
Russian	20	83	1	10	11	114	1.19	2.74	1.12	1.77	1.68	2.12
Other	6	20	.....	7	7	33	.36	.66	.....	1.24	1.07	.61
Hungarian	42	20	1	2	3	65	2.50	.66	1.12	.35	.46	1.21
Irish	86	359	2	50	52	497	5.13	11.84	2.25	8.84	7.94	9.26
Italian	557	554	14	73	87	1,198	33.21	18.27	15.73	12.90	13.28	22.33
Polish	1	38	1	14	15	54	.06	1.25	1.12	2.47	2.29	1.01
Austrian	8	10	.....	7	7	25	.48	.33	.....	1.24	1.07	.47
German	5	95	5	46	51	151	.30	3.14	5.62	8.13	7.79	2.81
Russian	4	28	.....	8	8	40	.24	.92	.....	1.41	1.22	.75
Portuguese	5	21	.....	3	3	29	.30	.69	.....	.53	.46	.54
Russian	3	7	.....	.....	.....	10	.18	.23	.....	.....	.....	.19
Scandinavian	11	36	1	12	13	60	.66	1.19	1.12	2.12	1.99	1.12
Scotch	10	28	.....	2	2	40	.60	.92	.....	.35	.30	.75
Other Slavs	5	13	1	5	6	24	.30	.43	1.12	.88	.92	.45
All others	58	28	7	6	13	99	3.46	.92	7.87	1.06	1.99	1.85
Total	1,677	3,032	89	566	655	[1] 5,364	100.00	100.00	100.00	100.00	100.00	100.00

CORE MAKERS.

American:												
White	20	40	3	1	4	64	35.71	10.61	100.00	100.00	100.00	14.65
Austrian	12	178	.....	.....	.....	190	21.43	47.22	.....	.....	.....	43.48
Bohemian	.....	7	.....	.....	.....	7	.....	1.86	.....	.....	.....	1.60
Canadian:												
French	2	1	.....	.....	.....	3	3.57	.26	.....	.....	.....	.69
English	1	3	.....	.....	.....	4	1.79	.80	.....	.....	.....	.91
French	2	.....	.....	.....	.....	2	3.57	.....	.....	.....	.....	.46
German	8	75	.....	.....	.....	83	14.29	19.89	.....	.....	.....	18.99
Hebrew:												
Austrian	.....	2	.....	.....	.....	2	.....	.53	.....	.....	.....	.46
Hungarian	.....	1	.....	.....	.....	1	.....	.26	.....	.....	.....	.23
Irish	2	12	.....	.....	.....	14	3.57	3.18	.....	.....	.....	3.20
Polish	.....	3	.....	.....	.....	3	.....	.80	.....	.....	.....	.69
Austrian	.....	8	.....	.....	.....	8	.....	2.12	.....	.....	.....	1.83
German	.....	2	.....	.....	.....	2	.....	.53	.....	.....	.....	.46
Russian	.....	1	.....	.....	.....	1	.....	.26	.....	.....	.....	.23
Russian	4	9	.....	.....	.....	13	7.14	2.39	.....	.....	.....	2.97
Scandinavian	.....	4	.....	.....	.....	4	.....	1.06	.....	.....	.....	.91
Scotch	.....	2	.....	.....	.....	2	.....	.53	.....	.....	.....	.46
Other Slavs	4	22	.....	.....	.....	26	7.14	5.84	.....	.....	.....	5.95
All others	1	7	.....	.....	.....	8	1.79	1.86	.....	.....	.....	1.83
Total	56	377	3	1	4	[2] 437	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 147 for whom full reports were not received.
[2] Not including 24 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Continued.

CORSETS.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	190	834	4	44	48	1,072	32.42	23.24	36.37	13.71	14.46	23.79
Austrian	5	8	.....	5	5	18	.85	.22	.....	1.56	1.51	.40
Bohemian	.....	7	.....	.....	.....	7	.....	.19	.....	.....	.....	.16
Canadian	7	35	.....	1	1	43	1.20	.98	.....	.31	.30	.95
English	9	57	.....	2	2	68	1.54	1.59	.....	.62	.60	1.51
French	6	53	.....	4	4	63	1.02	1.48	.....	1.25	1.20	1.40
English	40	161	.....	8	8	209	6.83	4.49	.....	2.49	2.41	4.64
French	7	35	.....	.....	.....	42	1.20	.98	.....	.....	.....	.93
German	75	646	2	86	88	809	12.80	18.00	18.18	26.79	26.51	17.95
Hebrew:												
Austrian	5	25	.....	1	1	31	.85	.70	.....	.31	.30	.69
Russian	37	118	.....	11	11	166	6.31	3.29	.....	3.43	3.31	3.68
Other	11	17	.....	2	2	30	1.88	.47	.....	.62	.60	.67
Hungarian	25	284	1	14	15	324	4.27	7.91	9.09	4.36	4.52	7.19
Irish	67	685	.....	15	15	767	11.43	19.09	.....	4.67	4.52	17.02
Italian	20	224	.....	47	47	291	3.41	6.24	.....	14.64	14.16	6.46
Polish	.....	21	.....	4	4	25	.....	.58	.....	1.25	1.20	.56
Austrian	1	46	1	8	9	56	.17	1.28	9.09	2.49	2.71	1.24
German	.....	35	.....	33	33	68	.....	.98	.....	10.28	9.94	1.51
Russian	2	38	1	5	6	46	.34	1.06	9.09	1.56	1.81	1.02
Portuguese	1	1	.....	.....	.....	2	.17	.03	.....	.....	.....	.04
Russian	3	66	.....	5	5	74	.51	1.84	.....	1.56	1.51	1.64
Scandinavian	13	77	.....	6	6	96	2.22	2.15	.....	1.87	1.81	2.13
Scotch	21	41	.....	.....	.....	62	3.58	1.14	.....	.....	.....	1.38
Other Slavs	22	44	1	18	19	85	3.76	1.23	9.09	5.61	5.72	1.89
All others	19	30	1	2	3	52	3.24	.84	9.09	.62	.90	1.15
Total	586	3,588	11	321	332	[1]4,506	100.00	100.00	100.00	100.00	100.00	100.00

CRACKERS AND BISCUITS.

American:												
White	456	706	31	97	128	1,290	33.12	37.98	53.45	41.63	43.99	36.58
Austrian	5	1	.....	1	1	7	.36	.05	.....	.43	.34	.20
Bohemian	3	8	.....	5	5	16	.22	.43	.....	2.15	1.72	.45
Canadian	13	9	.....	2	2	24	.94	.48	.....	.86	.69	.68
English	17	17	.....	2	2	36	1.23	.91	.....	.86	.69	1.02
French	10	26	.....	3	3	39	.73	1.40	.....	1.29	1.03	1.11
English	53	56	2	6	8	117	3.85	3.01	3.45	2.57	2.75	3.32
French	16	20	.....	2	2	38	1.16	1.08	.....	.86	.69	1.08
German	233	358	11	35	46	637	16.92	19.26	18.96	15.02	15.81	18.06
Hebrew:												
Austrian	1	2	.....	.....	.....	3	.07	.11	.....	.....	.....	.08
Russian	7	15	1	1	2	24	.51	.81	1.72	.43	.69	.68
Other	3	5	.....	1	1	9	.22	.27	.....	.43	.34	.26
Hungarian	3	2	.....	.....	.....	5	.22	.11	.....	.....	.....	.14
Irish	214	378	5	32	37	629	15.54	20.33	8.62	13.73	12.71	17.83
Italian	151	57	2	4	6	214	10.97	3.07	3.45	1.72	2.06	6.07
Polish	2	8	.....	6	6	16	.15	.43	.....	2.57	2.06	.45
Austrian	7	6	.....	2	2	15	.51	.32	.....	.86	.69	.43
German	12	69	.....	15	15	96	.87	3.71	.....	6.44	5.15	2.72
Russian	17	35	.....	9	9	61	1.23	1.88	.....	3.86	3.09	1.73
Portuguese	3	2	.....	.....	.....	5	.22	.11	.....	.....	.....	.14
Russian	9	7	.....	.....	.....	16	.65	.38	.....	.....	.....	.45
Scandinavian	12	19	.....	2	2	33	.87	1.02	.....	.86	.69	.94
Scotch	45	32	2	2	4	81	3.27	1.72	3.45	.86	1.37	2.30
Other Slavs	1	2	.....	.....	.....	3	.07	.11	.....	.....	.....	.08
All others	84	19	4	6	10	113	6.10	1.02	6.90	2.57	3.44	3.20
Total	1,377	1,859	58	233	291	[2]3,527	100.00	100.00	100.00	100.00	100.00	100.00

[1]Not including 86 for whom full reports were not received.
[2]Not including 183 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Continued.

HARDWARE AND METAL SPECIALTIES.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	458	126	12	15	27	611	15.05	12.39	16.67	22.06	19.29	14.55
Austrian	83	35	1	2	3	121	2.73	3.44	1.39	2.94	2.14	2.88
Bohemian	12	.....	.....	.....	.....	12	.39	.....	.....	.....	.....	.29
Canadian	20	5	.....	.....	.....	25	.66	.49	.....	.....	.....	.59
English	2	2	.....	.....	.....	4	.07	.20	.....	.....	.....	.09
French	27	22	1	.....	1	50	.89	2.16	1.39	.....	.71	1.19
English	120	25	3	2	5	150	3.94	2.46	4.17	2.94	3.57	3.57
French	22	6	1	1	2	30	.72	.59	1.39	1.47	1.43	.71
German	237	65	4	7	11	313	7.79	6.39	5.55	10.30	7.86	7.45
Hebrew:												
Austrian	10	.....	.....	.....	.....	10	.33	.....	.....	.....	.....	.24
Russian	31	20	.....	1	1	52	1.02	1.97	.....	1.47	.71	1.24
Other	1	1	.....	.....	.....	2	.03	.10	.....	.....	.....	.05
Hungarian	57	10	1	.....	1	68	1.87	.98	1.39	.....	.71	1.62
Irish	324	155	14	8	22	501	10.65	15.24	19.45	11.77	15.72	11.93
Italian	276	48	13	3	16	340	9.07	4.72	18.06	4.41	11.43	8.10
Polish	106	60	.....	5	5	171	3.48	5.90	.....	7.35	3.57	4.07
Austrian	115	98	1	6	7	220	3.78	9.64	1.39	8.82	5.00	5.24
German	5	1	.....	.....	.....	6	.16	.10	.....	.....	.....	.14
Russian	247	209	4	6	10	466	8.12	20.55	5.55	8.82	7.14	11.10
Russian	61	34	1	1	2	97	2.01	3.34	1.39	1.47	1.43	2.31
Scandinavian	286	26	5	7	12	324	9.40	2.56	6.94	10.30	8.57	7.71
Scotch	25	6	.....	.....	.....	31	.82	.59	.....	.....	.....	.74
Other Slavs	328	29	9	2	11	368	10.78	2.85	12.50	2.94	7.86	8.76
All others	190	34	2	2	4	228	6.24	3.34	2.78	2.94	2.86	5.43
Total	3,043	1,017	72	68	140	[1]4,200	100.00	100.00	100.00	100.00	100.00	100.00

HOSIERY AND KNIT GOODS.

American:												
White	1,287	4,038	245	647	892	6,217	49.08	42.44	71.64	59.52	62.42	45.83
Austrian	1	5	.....	.....	.....	6	.04	.05	.....	.....	.....	.04
Bohemian	6	32	1	2	3	41	.23	.34	.29	.18	.21	.30
Canadian	23	71	1	6	7	101	.88	.75	.29	.55	.49	.74
English	7	80	.....	1	1	88	.27	.84	.....	.09	.07	.65
French	120	290	4	26	30	440	4.58	3.05	1.17	2.39	2.10	3.24
English	160	363	10	23	33	556	6.10	3.81	2.93	2.12	2.31	4.10
French	39	91	6	7	13	143	1.49	.96	1.75	.65	.91	1.05
German	332	1,815	45	196	241	2,388	12.66	19.07	13.16	18.03	16.86	17.60
Hebrew:												
Austrian	12	52	.....	2	2	66	.46	.55	.....	.18	.14	.49
Russian	59	146	1	6	7	212	2.25	1.53	.29	.55	.49	1.56
Other	7	51	1	2	3	61	.27	.53	.29	.18	.21	.45
Hungarian	26	54	1	5	6	86	.99	.57	.29	.46	.42	.63
Irish	223	1,040	6	42	48	1,311	8.50	10.93	1.75	3.86	3.36	9.66
Italian	98	269	9	40	49	416	3.74	2.83	2.63	3.68	3.43	3.07
Polish	12	142	.....	6	6	160	.46	1.49	.....	.55	.42	1.18
Austrian	2	33	.....	3	3	38	.07	.35	.....	.28	.21	.28
German	4	104	.....	19	19	127	.15	1.09	.....	1.75	1.33	.94
Russian	36	73	1	5	6	115	1.37	.77	.29	.46	.42	.85
Portuguese	.....	15	1	4	5	20	.....	.16	.29	.37	.35	.15
Russian	6	108	2	4	6	120	.23	1.13	.59	.37	.42	.89
Scandinavian	55	328	2	14	16	399	2.10	3.45	.59	1.29	1.12	2.94
Scotch	22	76	3	7	10	108	.84	.80	.88	.65	.70	.80
Other Slavs	8	4	.....	.....	.....	12	.30	.04	.....	.....	.....	.09
All others	77	235	3	20	23	335	2.94	2.47	.88	1.84	1.61	2.47
Total	2,622	9,515	342	1,087	1,429	[2]13,566	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 27 for whom full reports were not received.
[2] Not including 265 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Continued.

JEWELRY.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	97	56	3	1	4	157	34.52	32.56	30.00	5.56	14.29	32.64
Austrian	1	.....	.....	.....	.....	1	.36	.....	.....	.....	.....	.21
Bohemian	1	.....	.....	.....	.....	1	.36	.....	.....	.....	.....	.21
Canadian	9	6	.....	.....	.....	15	3.20	3.49	.....	.....	.....	3.12
English	6	6	.....	.....	.....	12	2.13	3.49	.....	.....	.....	2.49
French	5	2	.....	.....	.....	7	1.78	1.16	.....	.....	.....	1.45
English	25	14	.....	1	1	40	8.90	8.14	.....	5.56	3.57	8.32
French	1	.....	.....	.....	.....	1	.36	.....	.....	.....	.....	.21
German	16	4	.....	.....	.....	20	5.69	2.33	.....	.....	.....	4.16
Hebrew:												
Austrian	6	3	.....	1	1	10	2.13	1.74	.....	5.56	3.57	2.08
Russian	18	19	3	5	8	45	6.41	11.05	30.00	27.77	28.57	9.35
Other	5	1	.....	.....	.....	6	1.78	.58	.....	.....	.....	1.25
Irish	23	29	2	2	4	56	8.19	16.86	20.00	11.11	14.29	11.64
Italian	45	11	1	1	2	58	16.01	6.39	10.00	5.56	7.14	12.06
Portuguese	1	7	.....	3	3	11	.36	4.07	.....	16.66	10.71	2.29
Russian	4	.....	.....	.....	.....	4	1.42	.....	.....	.....	.....	.83
Scandinavian	10	7	1	3	4	21	3.56	4.07	10.00	16.66	14.29	4.36
Scotch	4	5	.....	1	1	10	1.42	2.91	.....	5.56	3.57	2.08
All others	4	2	.....	.....	.....	6	1.42	1.16	.....	.....	.....	1.25
Total	281	172	10	18	28	481	100.00	100.00	100.00	100.00	100.00	100.00

NEEDLES AND PINS.

American:												
White	232	148	8	13	21	401	30.01	26.43	26.67	20.31	22.34	28.10
Austrian	4	3	.....	.....	.....	7	.52	.54	.....	.....	.....	.49
Bohemian	3	1	.....	.....	.....	4	.39	.18	.....	.....	.....	.28
Canadian	17	23	2	5	7	47	2.20	4.11	6.67	7.81	7.45	3.30
French	26	14	.....	.....	.....	40	3.36	2.50	.....	.....	.....	2.80
English	63	28	1	3	4	95	8.15	5.00	3.33	4.69	4.26	6.66
French	21	24	3	8	11	56	2.72	4.28	10.00	12.50	11.70	3.93
German	73	76	4	7	11	160	9.44	13.57	13.33	10.94	11.70	11.21
Hebrew:												
Russian	2	.....	.....	.....	.....	2	.26	.....	.....	.....	.....	.14
Other	.....	1	.....	.....	.....	1	.....	.18	.....	.....	.....	.07
Hungarian	9	12	3	3	6	27	1.16	2.14	10.00	4.69	6.39	1.89
Irish	133	136	3	8	11	280	17.21	24.28	10.00	12.50	11.70	19.62
Italian	110	48	2	8	10	168	14.23	8.57	6.67	12.50	10.64	11.78
Polish	5	3	.....	1	1	9	.65	.54	.....	1.56	1.06	.63
Austrian	2	3	.....	.....	.....	5	.26	.54	.....	.....	.....	.35
German	.....	1	.....	.....	.....	1	.....	.18	.....	.....	.....	.07
Russian	3	.....	.....	5	5	8	.39	.....	.....	7.81	5.32	.56
Russian	14	4	.....	.....	.....	18	1.81	.71	.....	.....	.....	1.26
Scandinavian	12	6	1	2	3	21	1.55	1.07	3.33	3.13	3.19	1.47
Scotch	9	8	.....	.....	.....	17	1.16	1.43	.....	.....	.....	1.19
Other Slavs	5	14	1	.....	1	20	.65	2.50	3.33	.....	1.06	1.40
All others	30	7	2	1	3	40	3.88	1.25	6.67	1.56	3.19	2.80
Total	773	560	30	64	94	[1]1,427	100.00	100.00	100.00	100.00	100.00	100.00

[1]Not including 9 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE FOR EACH INDUSTRY—Continued.

NUTS, BOLTS, AND SCREWS.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	23	31	5	3	8	62	8.27	5.39	10.41	3.75	6.25	6.32
Austrian	15	36	.....	4	4	55	5.39	6.26	.....	5.00	3.12	5.61
Bohemian	.....	16	2	.....	2	18	.....	2.78	4.17	.....	1.56	1.83
Canadian:												
English	1	2	.....	2	2	5	.36	.35	.....	2.50	1.56	.51
French	.....	1	.....	.....	.....	1	.....	.17	.....	.....	.....	.10
English	3	5	.....	.....	.....	8	1.08	.87	.....	.....	.....	.82
French	5	1	.....	.....	.....	6	1.80	.17	.....	.....	.....	.61
German	43	159	18	20	38	240	15.47	27.65	37.50	25.00	29.69	24.47
Hungarian	.....	95	1	.....	1	96	.....	16.52	2.08	.....	.78	9.79
Irish	12	12	2	4	6	30	4.32	2.09	4.17	5.00	4.69	3.06
Italian	.....	4	.....	.....	.....	4	.....	.70	.....	.....	.....	.41
Polish	11	43	8	7	15	69	3.96	7.48	16.67	8.75	11.72	7.03
Austrian	86	63	2	11	13	162	30.93	10.96	4.17	13.75	10.16	16.51
German	23	25	5	15	20	68	8.27	4.35	10.41	18.75	15.63	6.93
Russian	24	17	2	5	7	48	8.63	2.96	4.17	6.25	5.47	4.89
Russian	12	29	.....	9	9	50	4.32	5.04	.....	11.25	7.03	5.10
Other Slavs	7	35	2	.....	2	44	2.52	6.09	4.17	.....	1.56	4.48
All others	13	1	1	.....	1	15	4.68	.17	2.08	.....	.78	1.53
Total	278	575	48	80	128	[1]981	100.00	100.00	100.00	100.00	100.00	100.00

PAPER BOXES.

American:												
White	344	1,065	25	142	167	1,576	36.02	32.64	48.08	25.54	27.47	32.66
Austrian	1	8	.....	1	1	10	.11	.25	.....	.18	.16	.21
Bohemian	6	26	.....	5	5	37	.63	.80	.....	.90	.82	.77
Canadian	7	35	1	3	4	46	.73	1.07	1.92	.54	.66	.95
English	10	31	.....	2	2	43	1.05	.95	.....	.36	.33	.89
French	6	69	.....	4	4	79	.63	2.12	.....	.72	.66	1.64
English	30	91	.....	9	9	130	3.14	2.79	.....	1.62	1.48	2.69
French	7	18	.....	2	2	27	.73	.55	.....	.36	.33	.56
German	164	753	12	90	102	1,019	17.17	23.08	23.08	16.19	16.78	21.12
Hebrew:												
Austrian	9	39	.....	5	5	53	.94	1.20	.....	.90	.82	1.10
Russian	65	109	3	9	12	186	6.81	3.34	5.77	1.62	1.98	3.85
Other	9	23	.....	1	1	33	.94	.70	.....	.18	.16	.68
Hungarian	6	7	.....	5	5	18	.63	.21	.....	.90	.82	.37
Irish	86	476	4	30	34	596	9.00	14.59	7.69	5.39	5.59	12.35
Italian	126	145	2	43	45	316	13.19	4.44	3.85	7.73	7.40	6.55
Polish	13	82	1	66	67	162	1.36	2.51	1.92	11.87	11.02	3.36
Austrian	1	22	.....	20	20	43	.11	.67	.....	3.60	3.29	.89
German	11	151	2	97	99	261	1.15	4.63	3.85	17.44	16.28	5.41
Russian	5	18	.....	9	9	32	.52	.55	.....	1.62	1.48	.66
Portuguese	1	2	.....	.....	.....	3	.11	.06	.....	.....	.....	.06
Russian	1	8	.....	2	2	11	.11	.25	.....	.36	.33	.23
Scandinavian	11	23	.....	6	6	40	1.15	.70	.....	1.08	.99	.83
Scotch	7	35	1	3	4	46	.73	1.07	1.92	.54	.66	.95
Other Slavs	1	.....	.....	.....	.....	1	.11	.....	.....	.....	.....	.02
All others	28	27	1	2	3	58	2.93	.83	1.92	.36	.49	1.20
Total	955	3,263	52	556	608	[2]4,826	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 8 for whom full reports were not received.
[2] Not including 38 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE FOR EACH INDUSTRY—Continued.

POTTERY.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	775	308	25	15	40	1,123	48.11	51.08	45.45	37.50	42.11	48.64
Austrian	1					1	.06					.04
Bohemian	1	1				2	.06	.17				.09
Canadian:												
English	3					3	.19					.13
English	310	109	8	2	10	429	19.24	18.08	14.55	5.00	10.53	18.58
French	3	2		1	1	6	.19	.33		2.50	1.05	.26
German	195	83	12	11	23	301	12.10	13.76	21.82	27.50	24.21	13.04
Hebrew:												
Russian	3					3	.19					.13
Hungarian	2	1		1	1	4	.12	.17		2.50	1.05	.17
Irish	165	66	3	6	9	240	10.24	10.94	5.45	15.00	9.47	10.39
Italian	24	1	3	2	5	30	1.49	.17	5.45	5.00	5.26	1.30
Polish	36	9				45	2.24	1.49				1.95
Austrian	4		1		1	5	.25		1.82		1.05	.22
German	4					4	.25					.17
Russian	35	7				42	2.17	1.16				1.82
Russian	4					4	.25					.17
Scandinavian	4	1	1	1	2	7	.25	.17	1.82	2.50	2.11	.30
Scotch	29	13	2	1	3	45	1.80	2.15	3.64	2.50	3.16	1.95
Other Slavs	2					2	.12					.09
All others	11	2				13	.68	.33				.56
Total	1,611	603	55	40	95	[1] 2,309	100.00	100.00	100.00	100.00	100.00	100.00

RUBBER AND ELASTIC GOODS.

American:												
White	113	78	1	3	4	195	19.72	29.11	16.67	30.00	25.00	22.75
Austrian	7					7	1.22					.82
Canadian	16	4				20	2.79	1.49				2.33
English		2				2		.75				.23
French	14	16	3		3	33	2.44	5.97	50.00		18.75	3.85
English	34	6		1	1	41	5.93	2.24		10.00	6.25	4.78
French	1	1				2	.18	.37				.23
German	39	14				53	6.81	5.22				6.19
Hebrew:												
Austrian	3					3	.52					.35
Russian	11	3				14	1.92	1.12				1.63
Other	1	1				2	.18	.37				.23
Hungarian	1	3				4	.18	1.12				.47
Irish	118	98	2	2	4	220	20.59	36.57	33.33	20.00	25.00	25.67
Italian	94	24		1	1	119	16.40	8.96		10.00	6.25	13.89
Polish	25	4				29	4.36	1.49				3.38
Austrian	10					10	1.75					1.17
Russian	6					6	1.05					.70
Portuguese	1					1	.18					.12
Russian	12	1				13	2.09	.37				1.52
Scandinavian	44	4		2	2	50	7.68	1.49		20.00	12.50	5.84
Scotch	11	8		1	1	20	1.92	2.99		10.00	6.25	2.33
All others	12	1				13	2.09	.37				1.52
Total	573	268	6	10	16	[2] 857	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 45 for whom full reports were not received.
[2] Not including 11 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE FOR EACH INDUSTRY—Continued.

SHIRTS, OVERALLS, AND UNDERWEAR.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
White	375	1,494	32	173	205	2,074	63.34	49.57	69.57	50.44	52.70	51.91
Austrian	.....	7	.....	1	1	8	.....	.23	.....	.29	.26	.20
Bohemian	2	18	1	4	5	25	.34	.60	2.18	1.17	1.29	.63
Canadian	1	3	.....	.....	.....	4	.17	.10	.....	.....	.....	.10
English	.....	2	.....	2	2	4	.....	.07	.....	.59	.51	.10
English	11	35	.....	1	1	47	1.86	1.16	.....	.29	.26	1.18
French	5	44	.....	2	2	51	.84	1.46	.....	.58	.51	1.28
German	129	920	10	115	125	1,174	21.79	30.52	21.74	33.53	32.13	29.39
Hebrew:												
Austrian	.....	4	.....	.....	.....	4	.....	.13	.....	.....	.....	.10
Russian	7	32	.....	6	6	45	1.18	1.06	.....	1.75	1.54	1.13
Other	2	11	.....	.....	.....	13	.34	.36	.....	.....	.....	.32
Hungarian	2	31	.....	5	5	38	.34	1.03	.....	1.46	1.29	.95
Irish	16	120	1	11	12	148	2.70	3.98	2.17	3.21	3.09	3.70
Italian	1	9	1	2	3	13	.17	.30	2.17	.58	.77	.32
Polish	16	48	.....	2	2	66	2.70	1.59	.....	.58	.51	1.65
Austrian	1	9	.....	2	2	12	.17	.30	.....	.58	.51	.30
German	3	154	.....	13	13	170	.51	5.11	.....	3.79	3.34	4.26
Russian	.....	5	.....	1	1	6	.....	.17	.....	.29	.26	.15
Russian	.....	8	.....	.....	.....	8	.....	.27	.....	.....	.....	.20
Scandinavian	9	17	1	2	3	29	1.52	.56	2.17	.58	.77	.73
Scotch	3	12	.....	.....	.....	15	.51	.40	.....	.....	.....	.38
Other Slavs	.....	1	.....	.....	.....	1	.....	.03	.....	.....	.....	.02
All others	9	30	.....	1	1	40	1.52	1.00	.....	.29	.26	1.00
Total	592	3,014	46	343	389	[1]3,995	100.00	100.00	100.00	100.00	100.00	100.00

STAMPED AND ENAMELED WARE.

American:												
White	1,147	670	43	30	73	1,890	42.29	48.62	40.19	35.29	38.02	44.14
Austrian	35	18	.....	.....	.....	53	1.29	1.31	.....	.....	.....	1.24
Bohemian	10	7	.....	1	1	18	.37	.51	.....	1.18	.52	.42
Canadian	12	5	.....	.....	.....	17	.44	.36	.....	.....	.....	.40
English	7	4	.....	.....	.....	11	.26	.29	.....	.....	.....	.26
French	5	1	.....	.....	.....	6	.18	.07	.....	.....	.....	.14
English	59	34	4	3	7	100	2.18	2.47	3.74	3.53	3.65	2.34
French	30	6	.....	.....	.....	36	1.11	.43	.....	.....	.....	.84
German	450	303	26	28	54	807	16.59	21.99	24.30	32.94	28.13	18.85
Hebrew:												
Austrian	13	2	.....	.....	.....	15	.48	.14	.....	.....	.....	.35
Russian	37	.....	.....	.....	.....	37	1.36	.....	.....	.....	.....	.86
Other	8	1	.....	.....	.....	9	.30	.07	.....	.....	.....	.21
Hungarian	87	38	3	2	5	130	3.21	2.76	2.80	2.35	2.60	3.04
Irish	130	83	11	6	17	230	4.79	6.02	10.28	7.05	8.86	5.37
Italian	159	10	4	1	5	174	5.86	.73	3.74	1.18	2.60	4.06
Polish	28	45	2	1	3	76	1.03	3.26	1.87	1.18	1.56	1.77
Austrian	88	22	.....	1	1	111	3.25	1.60	.....	1.18	.52	2.59
German	44	59	10	9	19	122	1.62	4.28	9.35	10.58	9.90	2.85
Russian	33	11	1	1	2	46	1.22	.80	.93	1.18	1.04	1.07
Portuguese	1	.....	.....	.....	.....	1	.04	.....	.....	.....	.....	.02
Russian	64	11	.....	1	1	76	2.36	.80	.....	1.18	.52	1.77
Scandinavian	6	7	.....	1	1	14	.22	.51	.....	1.18	.52	.33
Scotch	15	3	2	.....	2	20	.55	.22	1.87	.....	1.04	.47
Other Slavs	29	8	1	.....	1	38	1.07	.58	.93	.....	.52	.89
All others	215	30	.....	.....	.....	245	7.93	2.18	.....	.....	.....	5.72
Total	2,712	1,378	107	85	192	[2]4,282	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 45 for whom full reports were not received.
[2] Not including 673 for whom full reports were not received.

TABLE II.—NUMBER AND PER CENT OF EMPLOYEES IN A REPRESENTATIVE WEEK IN EACH AGE AND SEX GROUP WHO WERE OF EACH SPECIFIED RACE FOR EACH INDUSTRY—Concluded.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

Race.	Number.						Per cent.					
	16 years and over.		Under 16 years.			Grand total.	16 years and over.		Under 16 years.			Grand total.
	Male.	Female.	Male.	Female.	Total.		Male.	Female.	Male.	Female.	Total.	
American:												
Colored	1,375	933	264	96	360	2,668	44.06	21.11	67.52	36.92	55.30	32.57
White	1,159	1,123	97	67	164	2,446	37.14	25.41	24.81	25.77	25.19	29.86
Austrian	1	1	.....	.....	.....	2	.03	.02	.....	.....	.....	.03
Bohemian	3	16	.....	1	1	20	.10	.36	.....	.39	.15	.24
Canadian	4	7	.....	.....	.....	11	.13	.16	.....	.....	.....	.13
English	.....	5	.....	.....	.....	5	.....	.11	.....	.....	.....	.06
French	.....	6	.....	.....	.....	6	.....	.14	.....	.....	.....	.07
English	25	61	1	2	3	89	.80	1.38	.26	.77	.46	1.09
French	9	10	1	.....	1	20	.29	.23	.26	.....	.15	.24
German	228	604	11	24	35	867	7.31	13.67	2.81	9.23	5.38	10.59
Hebrew:												
Austrian	1	.....	.....	.....	.....	1	.03	.....	.....	.....	.....	.01
Russian	1	1	.....	.....	.....	2	.03	.02	.....	.....	.....	.03
Hungarian	17	37	.....	.....	.....	54	.54	.84	.....	.....	.....	.66
Irish	124	486	2	13	15	625	3.97	11.00	.51	5.00	2.31	7.63
Italian	28	35	1	7	8	71	.90	.79	.25	2.69	1.23	.87
Polish	28	136	2	10	12	176	.90	3.08	.51	3.85	1.84	2.15
Austrian	5	699	3	16	19	723	.16	15.82	.77	6.15	2.92	8.83
German	7	130	8	20	28	165	.22	2.94	2.05	7.69	4.30	2.01
Russian	1	30	.....	2	2	33	.03	.68	.....	.77	.31	.40
Portuguese	.....	2	.....	.....	.....	2	.....	.04	.....	.....	.....	.03
Russian	2	3	.....	.....	.....	5	.06	.07	.....	.....	.....	.06
Scandinavian	15	65	.....	2	2	82	.48	1.47	.....	.77	.31	1.00
Scotch	3	18	1	.....	1	22	.10	.41	.25	.....	.15	.27
Other Slavs	10	.....	.....	.....	.....	10	.32	.....	.....	.....	.....	.12
All others	75	11	.....	.....	.....	86	2.40	.25	.....	.....	.....	1.05
Total	3,121	4,419	391	260	651	[1] 8,191	100.00	100.00	100.00	100.00	100.00	100.00

WOOLEN AND WORSTED GOODS.

American:												
White	2,017	1,303	143	144	287	3,607	35.57	25.89	39.50	29.63	33.84	31.23
Austrian	42	13	.....	1	1	56	.74	.26	.....	.21	.12	.48
Bohemian	190	318	6	39	45	553	3.35	6.32	1.66	8.02	5.30	4.79
Canadian	33	27	2	.....	2	62	.58	.54	.55	.....	.24	.54
English	28	19	1	.....	1	48	.49	.38	.28	.....	.12	.42
French	160	103	9	10	19	282	2.82	2.05	2.49	2.06	2.24	2.44
English	450	231	19	16	35	716	7.94	4.59	5.25	3.29	4.13	6.20
French	75	42	1	1	2	119	1.32	.83	.28	.21	.24	1.03
German	602	488	39	54	93	1,183	10.62	9.70	10.77	11.11	10.97	10.24
Hebrew:												
Austrian	1	3	.....	1	1	5	.02	.06	.....	.21	.12	.04
Russian	10	4	1	.....	1	15	.18	.08	.28	.....	.12	.13
Other	3	2	2	.....	2	7	.05	.04	.55	.....	.24	.06
Hungarian	453	348	16	8	24	825	7.99	6.92	4.42	1.65	2.83	7.14
Irish	435	447	39	33	72	954	7.67	8.88	10.77	6.79	8.49	8.26
Italian	350	367	33	37	70	787	6.17	7.29	9.11	7.61	8.25	6.81
Polish	194	635	22	98	120	949	3.42	12.62	6.08	20.16	14.15	8.22
Austrian	49	132	.....	.....	.....	181	.86	2.62	.....	.....	.....	1.57
German	6	11	.....	2	2	19	.11	.22	.....	.41	.24	.16
Russian	37	37	8	18	26	100	.65	.74	2.21	3.70	3.06	.87
Portuguese	30	85	11	2	13	128	.53	1.69	3.04	.41	1.53	1.11
Russian	32	51	1	2	3	86	.56	1.01	.28	.41	.35	.74
Scandinavian	42	15	.....	2	2	59	.74	.30	.....	.41	.24	.51
Scotch	59	45	4	3	7	111	1.04	.89	1.10	.62	.82	.96
Other Slavs	130	205	.....	1	1	336	2.29	4.07	.....	.21	.12	2.91
All others	243	101	5	14	19	363	4.29	2.01	1.38	2.88	2.24	3.14
Total	5,671	5,032	362	486	848	[2] 11,551	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 47 for whom full reports were not received.
[2] Not including 177 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex, age, and race. The time covered is an actual week in the period, December, 1908, to April, 1909, taken as generally representative of normal conditions. For number and location of establishments covered see Table IV.]

CANNING AND PRESERVING.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	1	....	1	2	6	5	6	5	32	17	25	16	13	15	7	.....	151
Austrian	....	....	....	....	....	....	....	....	....	....	7	8	10	3	2	2	....	.....	32
Bohemian	1	....	....	....	....	....	2	....	....	....	1	1	1	1	....	1	1	.....	9
English	....	....	....	....	....	....	....	....	2	....	....	....	2	2	1	1	3	.....	11
French	....	....	....	....	....	....	....	....	....	....	1	1	1	....	1	3	....	.....	7
German	....	....	....	....	1	3	7	4	4	3	12	15	18	21	9	27	12	2	138
Hebrew:																			
Russian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	.....	1
Hungarian	....	....	....	....	....	....	....	....	1	1	3	8	4	1	3	....	....	.....	21
Irish	....	....	....	....	....	....	....	....	1	....	2	3	1	2	3	1	1	.....	14
Italian	....	....	....	....	....	1	....	3	1	3	5	2	....	....	....	1	....	.....	16
Polish	....	....	....	....	....	....	....	1	1	....	3	3	....	2	4	2	....	.....	16
Austrian	1	....	2	....	....	1	2	....	....	....	....	2	....	1	1	2	1	1	14
German	....	1	....	1	1	3	....	2	....	....	4	4	....	1	2	5	4	2	30
Russian	2	1	....	....	1	2	1	....	1	1	5	2	2	3	3	4	....	1	29
Portuguese	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	.....	1
Russian	....	....	....	....	....	....	2	1	....	....	1	1	1	....	....	1	....	.....	7
Scandinavian	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	.....	1
Scotch	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	.....	2
Other Slavs	....	....	....	....	....	....	....	1	2	....	16	11	8	11	....	2	....	.....	51
All others	....	....	....	....	....	....	....	....	....	....	3	8	3	2	2	6	4	2	30
Total	4	2	3	1	4	12	20	17	20	13	96	87	76	66	45	74	33	8	[1] 581
FEMALES.																			
American:																			
White	2	1	1	2	6	10	23	24	20	9	43	12	8	8	10	7	2	.....	188
Austrian	....	....	....	....	....	2	....	3	4	1	6	4	2	1	....	2	....	.....	25
Bohemian	....	....	....	....	2	2	8	7	3	5	8	4	2	5	1	3	....	.....	50
Canadian:																			
English	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	.....	1
English	....	....	....	....	....	....	1	1	....	2	5	1	2	....	1	....	....	.....	13
French	....	....	....	....	....	2	....	1	1	....	2	....	....	1	....	1	....	.....	8
German	....	....	....	2	7	15	39	33	25	20	48	20	13	10	8	19	6	2	267
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	.....	1
Hungarian	....	....	....	....	1	2	2	1	....	1	4	2	3	2	1	1	1	.....	21
Irish	....	....	....	....	....	1	9	5	2	4	6	3	3	1	2	1	1	.....	38
Italian	2	....	....	....	....	1	2	2	....	1	1	....	1	1	....	....	....	.....	11
Polish	....	....	....	....	....	1	2	4	3	4	13	10	3	1	3	1	....	.....	45
Austrian	....	....	....	....	....	1	2	9	6	6	19	5	4	2	1	2	....	.....	57
German	....	1	1	2	1	1	1	4	4	....	12	3	4	7	4	6	3	2	56
Russian	2	....	1	1	....	6	3	4	11	7	23	5	....	2	....	2	2	.....	69
Russian	....	....	....	....	....	....	....	....	....	1	1	3	1	2	....	2	....	.....	10
Scandinavian	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	.....	2
Scotch	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	.....	2
Other Slavs	....	....	....	....	1	....	4	6	4	5	7	9	2	4	4	2	....	.....	48
All others	....	....	....	....	....	....	....	3	....	2	3	....	1	1	....	....	....	.....	10
Total	6	2	3	7	18	42	98	107	85	69	203	82	49	48	35	49	15	4	922

[1] Not including 1 for whom full report was not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CANS AND BOXES, TIN.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White					9	20	26	15	21	9	50	40	28	19	15	11	8		271
Austrian					1		1	1	2										5
Bohemian							1				6	1	2		1	3			14
Canadian											2	1	1	1	1	1			7
English										1	1								2
French										1	1	1	1			3	1		8
English							1	2	2	4	2	2	2	1		3	2		21
French					1	1	1	3	2	1	4	1		1	1				16
German					9	18	5	15	7	8	34	26	22	21	27	27	15	1	235
Hebrew:																			
Austrian											4	1							5
Russian								1	1	1	5	3	1	3					15
Others								2	1		2	5	1	3		1			15
Hungarian									1										1
Irish							4	3	1	2	6	12	8	6	7	7	1		57
Italian				1	1	1	9	13	10	16	37	19	10	9	4	5	2		137
Polish						2				1									3
Austrian								1		2	6	4	1	1		1			16
German					9	19	9	6	10	7	18	17	5			1	1		10
Russian							1	2	4	3	6	1	2	1					20
Russian							2	1			1								4
Scandinavian											2	2	2	1		1			8
Scotch							2	1			1		2			2			8
Other Slavs							2	1	1	1	3	3	1	1					13
All others					3	1	2	1	4	1	9	5	2	1	1	1			31
Total				1	33	62	66	68	67	58	200	144	91	69	57	67	30	1	1,014
Not reported											2	1	1		1				5
FEMALES.																			
American:																			
White					5	11	12	11	17	14	25	9	2	4	2				112
Austrian								1			1		1						3
Bohemian										2									2
Canadian							1				1					1			3
English						1				1						1			3
French							1				5		1						7
German					4	2	5	11	5	15	19	3	5		1	1			71
Irish								2	3	4	8	3	2	3					25
Italian					2		2	3	2	2	5	1							17
Polish:																			
Austrian							2	2	2	3	4	1	1			1			16
German					2	5	2	6	15	3	26		2	1					62
Russian								4	2	3	5				1				15
Russian							2		1		3		1						7
Scandinavian							1												1
Scotch										1	2		1						4
Other Slavs							2				2								4
All others				1		1	1			1	1	1							6
Total				1	13	20	31	40	47	49	107	18	16	8	4	4			[1]358

[1] Not including 1 for whom full report was not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CIGAR BOXES.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	1	....	1	2	3	11	13	11	15	12	54	43	20	16	7	4	2	.....	215
Bohemian	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	1	....	.....	2
Canadian	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	.....	(1)
English	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	....	.....	2
English	....	....	....	....	1	....	....	....	....	....	1	1	....	....	....	1	....	.....	4
French	....	....	....	....	....	....	....	....	....	....	1	1	....	....	2	....	....	.....	4
German	....	....	....	2	7	7	2	7	3	2	10	9	10	6	13	11	3	2	94
Hebrew:																			
Russian	....	....	....	....	....	1	....	....	1	....	....	....	....	....	....	....	....	.....	2
Irish	....	....	....	....	....	1	....	1	1	....	4	1	3	1	....	1	....	.....	13
Italian	....	....	....	....	....	....	....	....	1	....	4	1	....	....	1	1	....	.....	8
Polish:																			
Austrian	....	....	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	.....	2
German	....	....	....	....	3	3	....	....	....	....	....	....	....	....	....	....	....	.....	6
Scandinavian	....	....	....	....	....	....	....	1	1	....	2	2	....	1	....	....	....	.....	7
Scotch	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	.....	2
All others	....	....	....	....	....	....	2	....	....	....	....	2	....	1	1	3	1	.....	10
Total	1	....	1	4	14	23	17	20	25	15	77	61	33	25	24	23	6	2	[2] 371
FEMALES.																			
American:																			
White	....	....	....	3	9	14	34	24	20	22	89	27	12	6	10	6	....	.....	276
Bohemian	....	....	....	....	....	....	....	....	....	1	3	....	....	....	....	....	....	.....	4
Canadian	....	....	....	....	....	....	1	1	1	....	1	....	1	....	....	....	....	.....	5
English	....	....	....	....	....	1	....	....	....	....	1	....	....	....	....	....	....	.....	2
French	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	.....	1
English	....	....	....	....	....	....	....	....	2	1	5	4	....	....	....	....	....	.....	12
French	....	....	....	....	....	....	....	....	1	....	1	2	....	1	....	....	....	.....	5
German	....	....	....	....	5	14	19	18	11	6	41	18	7	11	3	5	1	.....	159
Hungarian	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	.....	1
Irish	....	....	....	....	....	1	2	3	....	2	7	1	4	....	....	....	....	.....	20
Italian	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	....	.....	2
Polish:																			
Austrian	....	....	....	....	....	....	2	1	2	2	1	....	....	....	....	....	....	.....	8
Scandinavian	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	....	....	.....	3
Total	....	....	....	3	14	30	60	47	37	35	153	52	24	18	13	11	1	.....	[3] 498

[1] One reported over 21 years of age.
[2] Not including 2 for whom full reports were not received.
[3] Not including 8 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CIGARETTES.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
Colored	....	....	....	....	2	4	1	3	2	4	23	12	6	4	7	5	1	1	75
White	....	....	....	1	11	12	10	9	9	6	48	31	18	19	10	13	5	1	203
Austrian	....	....	....	....	....	....	....	....	....	....	2	3	2	....	....	....	....	....	7
Canadian:																			
English	....	....	....	....	....	....	....	....	....	2	3	2	....	....	....	....	....	....	5
English	....	....	....	....	....	....	....	....	....	....	....	....	....	....	2	....	1	....	5
French	....	....	....	....	....	....	....	....	....	....	2	....	....	2	2	2	....	....	8
German	....	....	....	....	....	....	1	....	....	....	5	2	2	8	1	7	2	....	28
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Russian	....	....	....	....	....	....	....	....	....	1	1	3	1	....	3	1	....	....	10
Other	....	....	....	....	....	....	....	....	1	1	....	....	1	1	....	1	....	....	5
Hungarian	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	2
Irish	....	....	....	....	....	....	1	....	....	....	10	14	4	9	2	6	4	1	51
Italian	....	....	....	....	....	....	....	1	....	3	5	1	3	3	2	1	1	....	20
Russian	....	....	....	....	....	....	....	....	....	....	2	5	1	2	....	1	....	....	11
Scandinavian	....	....	....	....	....	....	....	....	....	....	1	1	....	1	....	....	....	....	3
Scotch	....	....	....	....	....	....	....	....	....	....	1	2	....	....	....	1	....	....	4
All others	....	....	....	....	1	1	2	1	4	5	21	14	15	10	4	2	3	1	84
Total	....	....	....	1	14	17	15	14	16	23	125	90	54	59	33	40	17	4	522
FEMALES.																			
American:																			
Colored	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	1	....	....	4
White	....	....	....	8	19	37	57	76	73	71	179	46	33	9	2	5	3	....	618
Austrian	....	....	....	....	....	....	....	....	....	2	3	1	....	....	....	....	....	....	6
Bohemian	....	....	....	....	....	....	1	....	1	1	2	....	....	....	....	....	....	....	5
Canadian	....	....	....	....	....	....	....	....	....	....	1	1	....	....	1	....	....	....	3
English	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
English	....	....	....	....	....	....	....	2	3	4	7	6	1	2	....	2	....	....	27
French	....	....	....	....	....	1	....	1	4	....	4	....	....	....	....	....	2	....	12
German	....	....	....	....	....	1	7	22	16	6	39	17	3	5	1	1	2	....	120
Hebrew:																			
Austrian	....	....	....	....	....	....	1	....	1	....	1	....	....	....	....	....	....	....	3
Russian	....	....	....	....	....	....	....	3	8	5	10	....	2	....	....	....	....	....	28
Other	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	1
Hungarian	....	....	....	....	....	....	1	....	....	....	3	....	....	....	....	....	....	....	4
Irish	....	....	....	....	....	4	15	35	27	38	101	72	49	35	20	20	7	....	423
Italian	....	....	....	....	....	....	11	22	14	10	13	1	....	1	1	1	....	....	74
Polish	....	....	....	....	....	....	4	4	5	3	4	....	....	....	....	....	....	....	20
German	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
Russian	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
Russian	....	....	....	....	....	....	....	2	5	6	6	4	....	....	....	....	....	....	23
Scandinavian	....	....	....	....	1	....	1	2	....	3	2	....	....	....	....	....	....	....	9
Scotch	....	....	....	....	....	....	....	3	1	1	5	3	1	....	1	....	....	....	15
Other Slavs	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1
All others	....	....	....	....	....	....	3	2	3	1	9	5	1	....	1	....	1	....	26
Total	....	....	....	8	20	44	102	176	161	151	392	157	90	52	27	30	15	....	[1] 1,425

[1] Not including 4 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CIGARS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
Colored	....	....	....	....	1	1	4	4	.....	3	12	14	13	12	9	12	3	.....	88
White	....	....	....	3	10	14	29	17	20	31	123	107	84	65	32	46	15	5	601
Austrian	....	....	....	....	....	1	1	....	1	3	6	1	3	3	2	1	3	.....	25
Bohemian	....	....	....	....	....	1	....	3	1	2	11	11	14	19	17	60	14	.....	153
Canadian	....	....	....	....	....	....	....	....	....	....	1	....	....	8	1	....	....	.....	10
English	....	....	....	....	....	....	....	....	....	....	....	....	1	2	....	....	1	.....	4
French	....	....	....	....	....	....	....	....	....	....	3	3	6	1	4	1	....	.....	18
Cuban	....	....	1	2	10	16	21	16	28	31	265	196	162	143	90	90	30	14	1,115
English	....	....	....	....	1	1	3	4	4	8	22	18	13	31	12	18	4	2	141
French	....	....	....	....	....	....	....	1	....	....	2	3	3	7	3	6	....	.....	25
German	....	....	....	....	2	1	2	3	5	8	20	38	43	43	46	88	46	13	358
Hebrew:																			
Austrian	....	....	....	1	....	2	4	1	8	4	27	19	13	6	12	5	....	.....	102
Russian	....	....	....	....	2	7	11	30	32	29	133	129	74	34	23	27	8	3	542
Other	....	....	....	....	....	1	1	2	5	3	18	11	11	8	19	22	9	2	112
Hungarian	....	....	....	....	....	....	....	....	....	2	5	5	1	1	1	4	1	.....	20
Irish	....	....	....	....	....	....	....	....	1	....	4	11	8	10	7	7	1	2	51
Italian	....	....	....	....	3	6	14	28	22	12	102	63	47	26	12	14	6	.....	355
Polish	....	....	....	....	1	....	4	3	2	1	1	2	....	1	....	1	2	.....	18
Austrian	....	....	....	....	....	....	....	....	....	....	....	2	3	1	....	1	1	.....	8
German	....	....	....	....	....	....	....	1	.....	2	2	4	....	1	....	2	....	.....	12
Russian	....	....	....	....	....	....	....	....	1	1	2	3	2	2	1	3	....	1	16
Portuguese	....	....	....	....	....	....	....	....	....	1	2	....	1	1	....	1	1	.....	7
Russian	....	....	....	....	....	....	1	1	10	2	14	8	9	5	5	3	2	.....	60
Scandinavian	....	....	....	....	....	....	....	1	....	....	1	3	5	4	2	7	3	.....	26
Scotch	....	....	....	....	....	....	....	....	....	....	1	3	1	....	2	....	....	1	8
Spanish	....	....	....	....	1	12	17	33	34	30	210	150	130	91	71	74	12	5	870
Other Slavs	....	....	....	....	....	....	....	....	....	1	....	....	1	1	....	1	....	.....	4
All others	....	....	....	....	1	....	1	3	2	....	20	23	22	11	11	12	11	1	118
Total	....	....	1	6	32	63	113	151	176	174	1,007	827	670	537	382	506	173	49	[1] 4,867
Not reported	....	....	....	....	....	....	....	....	....	....	1	1	....	1	1	....	....	.....	4
FEMALES.																			
American:																			
Colored	....	....	....	....	....	8	16	21	25	16	64	32	15	11	14	14	6	1	243
White	1	....	1	7	95	174	225	237	242	186	592	185	45	28	24	18	5	2	2,067
Austrian	....	....	....	....	1	3	7	11	10	9	21	3	....	1	....	....	....	.....	66
Bohemian	....	....	....	5	4	21	30	31	28	35	114	51	30	31	34	64	16	2	496
Canadian	....	....	....	....	1	....	....	1	....	....	2	....	1	....	....	1	....	.....	6
English	....	....	....	....	....	....	....	1	1	....	....	....	....	2	....	....	....	.....	4
French	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	.....	2
Cuban	....	1	....	2	4	9	15	12	23	15	44	22	27	17	16	24	6	.....	237
English	....	....	....	....	2	7	6	17	15	5	26	19	10	20	20	17	2	1	167
French	....	....	....	....	1	5	2	4	5	1	20	9	3	1	....	1	....	.....	52
German	....	....	2	2	34	74	142	117	135	120	341	120	46	34	17	16	1	3	1,204
Hebrew:																			
Austrian	....	....	....	....	2	3	13	16	25	22	41	9	1	1	....	....	....	.....	133
Russian	....	....	....	....	9	14	55	87	105	98	192	27	10	5	3	....	....	.....	605
Others	....	....	....	....	1	4	11	16	14	15	38	4	3	1	....	1	1	.....	109
Hungarian	....	....	....	....	2	....	27	16	50	45	88	36	19	12	3	13	6	.....	317
Irish	....	....	....	1	5	6	21	17	36	30	114	53	17	16	7	9	3	.....	335
Italian	....	1	2	1	33	76	144	139	114	82	198	93	62	30	29	18	6	1	1,029
Polish	....	....	....	2	10	24	76	61	69	47	92	17	3	2	1	....	....	.....	404
Austrian	....	....	....	....	4	3	8	9	16	20	38	13	2	2	....	....	....	.....	115
German	....	....	....	1	38	92	106	81	75	58	111	15	4	3	2	....	....	.....	586
Russian	....	....	....	....	4	7	7	18	32	18	45	14	4	1	1	....	....	.....	151
Portuguese	....	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	.....	2
Russian	....	....	....	....	5	9	15	32	34	33	45	4	3	2	1	2	....	.....	185
Scandinavian	....	....	....	....	1	1	1	2	2	....	4	4	1	1	....	1	....	.....	18
Scotch	....	....	....	....	....	2	2	1	....	....	2	2	....	....	1	....	....	.....	10
Spanish	....	....	....	....	2	9	7	10	10	3	27	13	7	12	6	9	2	.....	117
Other Slavs	....	....	....	....	4	1	5	12	37	21	25	11	8	12	3	4	....	.....	143
All others	....	....	....	....	1	6	8	8	9	5	18	4	1	3	2	1	....	.....	66
Total	1	2	5	21	263	558	949	978	1,112	884	2,302	762	322	249	184	213	54	10	[2] 8,869
Not reported	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	.....	1

[1] Not including 44 for whom full reports were not received.
[2] Not including 773 for whom full reports were not received

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CLOCKS AND WATCHES.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	8	13	20	30	29	24	145	110	70	60	51	86	56	25	727
Austrian	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	1
Bohemians	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	1	2
Canadians	....	....	....	....	....	....	3	....	2	....	4	3	....	2	1	2	....	....	17
English	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	2
French	....	....	....	....	1	1	1	1	....	....	4	3	2	3	3	4	....	....	23
English	....	....	....	....	....	2	1	1	4	3	22	14	9	9	13	26	13	2	119
French	....	....	....	....	....	....	....	....	1	....	2	....	4	3	1	4	3	....	18
German	....	....	....	....	2	4	6	5	8	3	32	31	21	30	31	46	19	7	245
Hebrew:																			
Russian	....	....	....	....	....	1	1	....	2	3	9	9	4	2	5	3	....	....	39
Other	....	....	....	....	....	....	....	....	....	....	1	....	1	....	1	....	....	....	3
Hungarians	....	....	....	....	....	....	....	....	1	....	....	....	2	1	....	....	....	....	4
Irish	....	....	....	....	3	5	11	7	13	13	62	48	47	44	31	54	25	5	368
Italians	....	....	....	....	3	7	9	11	18	10	39	10	9	8	4	3	5	....	136
Polish	....	....	....	....	1	....	....	....	....	....	3	1	....	....	....	1	1	....	7
German	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Russians	....	....	....	....	....	....	....	....	....	....	1	1	1	....	1	....	....	....	4
Portuguese	....	....	....	....	....	....	....	....	....	1	3	1	....	1	2	5	....	....	13
Russian	....	....	....	....	....	....	....	....	....	....	3	1	2	1	....	....	....	....	7
Scandinavian	....	....	....	....	1	1	5	....	5	6	21	9	15	8	14	15	2	1	103
Scotch	....	....	....	....	....	....	1	....	3	....	9	8	6	5	6	14	5	1	58
Other Slavs	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1	....	....	....	2
All others	....	....	....	....	....	1	....	1	....	1	3	2	8	2	4	7	2	1	32
Total	....	....	....	....	19	35	58	56	86	65	363	252	202	181	170	270	131	43	[1] 1,931
Not reported	....	....	....	....	....	....	....	....	1	1	1	4	1	2	1	4	2	....	17
FEMALES.																			
American:																			
White	....	....	....	....	3	3	28	26	54	40	121	51	20	10	7	10	2	....	375
Canadian	....	....	....	....	....	....	2	1	1	....	3	2	....	1	....	....	....	....	10
English	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
French	....	....	....	....	....	....	....	....	2	....	7	....	....	....	....	....	....	....	9
English	....	....	....	....	....	1	5	5	3	3	9	7	....	3	1	2	....	....	39
French	....	....	....	....	....	....	....	1	....	1	....	1	....	1	....	....	....	....	4
German	....	....	....	....	3	4	7	5	9	6	41	16	12	9	3	6	....	....	121
Hebrew:																			
Russian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
Other	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	2
Irish	....	....	....	....	1	1	8	13	18	12	72	37	18	16	5	7	....	....	208
Italian	....	....	....	....	....	....	3	3	3	1	4	1	....	....	....	....	....	....	15
Portuguese	....	....	....	....	....	....	....	....	....	....	....	2	....	....	....	....	....	....	2
Scandinavian	....	....	....	....	....	2	2	3	5	5	9	3	1	....	....	....	....	....	30
Scotch	....	....	....	....	....	....	....	2	....	1	8	3	....	1	....	....	....	....	15
All others	....	....	....	....	....	....	1	....	....	....	3	4	....	....	....	....	....	....	8
Total	....	....	....	....	7	11	56	59	95	70	280	127	51	41	16	25	2	....	[2] 840
Not reported	....	....	....	....	....	1	1	1	2	....	4	3	....	....	....	....	....	....	12

[1] Not including 30 for whom full reports were not received.
[2] Not including 19 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CONFECTIONERY.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
Americans:																			
White	....	....	....	2	14	16	28	29	29	26	81	47	33	21	16	28	9	2	381
Austrian	....	....	....	....	....	....	....	....	1	....	2	....	4	2	....	....	....	....	9
Bohemian	....	....	....	....	1	1	....	....	....	2	2	3	2	1	1	1	2	....	16
Canadian	....	....	....	....	....	....	....	1	2	....	4	1	3	2	1	2	1	....	17
English	....	....	....	....	....	....	1	....	2	1	2	2	2	2	....	....	2	....	14
French	....	....	....	....	....	....	....	....	....	1	1	3	....	1	....	....	....	....	6
English	....	....	....	....	....	....	2	2	1	2	6	5	5	6	5	2	3	....	39
French	....	....	....	....	....	....	....	1	....	....	2	1	1	....	....	3	1	1	10
German	....	....	....	1	8	12	21	18	10	9	50	47	42	36	40	46	20	4	364
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	1	2	2	3	8	1	2	....	....	....	19
Russian	....	....	....	....	1	....	1	....	2	2	6	4	....	2	2	1	....	....	21
Other	....	....	....	....	....	....	....	....	....	....	....	1	3	1	....	1	....	....	6
Hungarian	....	....	....	....	....	1	....	2	1	1	12	9	10	3	1	2	....	1	43
Irish	....	....	....	....	....	2	5	3	4	4	18	13	9	15	8	4	3	....	88
Italian	....	....	....	....	6	8	11	26	40	32	168	101	75	47	27	24	5	....	570
Polish	....	....	....	....	....	1	....	....	....	....	....	....	1	....	....	....	....	....	2
Austrian	....	....	....	....	....	....	....	1	....	....	2	1	1	1	1	....	1	....	8
German	....	....	....	....	2	3	1	1	....	1	....	1	....	....	....	1	....	....	10
Russian	....	....	....	....	....	....	....	....	....	....	2	2	....	....	....	....	....	....	4
Portuguese	....	....	....	....	....	....	....	1	....	....	4	....	....	....	....	....	....	....	5
Russian	....	....	....	....	....	....	....	....	1	....	1	....	....	1	....	....	....	....	3
Scandinavian	....	....	....	....	1	....	2	....	....	2	1	....	1	3	1	1	....	....	12
Scotch	....	....	....	....	....	....	....	....	2	....	2	1	1	2	....	1	1	....	10
Other Slavs	....	....	....	....	....	1	....	....	....	....	....	3	....	1	1	....	....	....	6
All others	....	....	....	....	....	2	....	1	3	2	13	5	7	8	4	1	....	1	47
Total	....	....	....	3	33	47	72	86	99	87	381	253	208	156	110	118	48	9	[1] 1,710
Not reported	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
FEMALES.																			
American:																			
White	....	....	1	8	51	73	130	152	136	92	238	63	24	28	8	7	3	....	1,014
Austrian	....	....	....	....	1	1	1	....	....	....	....	....	....	....	....	....	....	....	3
Bohemian	....	....	....	2	13	21	16	12	4	5	22	5	2	....	....	....	....	....	102
Canadian	....	....	....	....	3	3	6	8	4	1	9	3	2	1	....	....	....	....	40
English	....	....	....	....	1	8	5	4	5	10	8	4	1	....	....	1	....	....	47
French	....	....	....	....	....	2	5	2	....	....	2	....	1	....	2	....	....	....	14
English	....	....	....	....	1	6	13	19	11	4	18	10	1	3	1	5	....	....	92
French	....	....	....	....	....	....	4	4	4	2	3	8	2	1	....	....	....	....	28
German	....	....	1	5	40	73	97	88	82	42	111	32	19	14	6	6	....	1	617
Hebrew:																			
Austrian	....	....	1	....	1	....	1	1	....	2	....	....	....	....	....	....	....	....	6
Russian	....	....	....	2	3	5	15	17	18	13	20	....	....	....	....	....	....	....	93
Other	....	....	....	....	4	3	3	2	3	3	7	1	....	....	....	....	....	....	26
Hungarian	....	....	....	....	....	2	2	1	2	....	7	1	2	5	....	....	....	....	22
Irish	....	....	....	....	15	35	39	38	31	32	102	52	21	24	11	2	....	....	402
Italian	....	....	....	....	22	51	90	103	56	42	144	60	24	16	9	10	....	....	627
Polish	....	....	....	2	6	6	10	5	8	2	6	4	....	1	1	....	....	....	51
Austrian	....	....	....	1	4	2	5	1	....	2	1	1	....	....	....	....	....	....	17
German	....	....	....	....	20	26	29	21	15	9	19	1	....	....	....	1	....	....	141
Russian	....	....	....	....	7	1	3	6	7	6	3	....	1	....	2	....	....	....	36
Portuguese	....	....	....	....	....	3	6	6	1	3	4	1	....	....	....	....	....	....	24
Russian	....	....	....	....	....	....	3	1	2	1	....	....	....	....	....	....	....	....	7
Scandinavian	....	....	....	....	4	8	6	4	8	2	12	3	....	1	....	....	....	....	48
Scotch	....	....	....	....	....	2	3	6	5	1	6	....	5	1	....	....	....	....	29
Other Slavs	....	....	....	....	4	1	1	4	2	1	1	1	2	....	1	....	....	....	18
All others	....	....	....	....	2	4	6	4	3	3	7	2	2	....	....	....	1	....	34
Total	....	....	3	20	202	336	499	509	407	278	750	252	109	95	41	32	4	1	[2] 3,538
Not reported	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1

[1] Not including 167 for whom full reports were not received.
[2] Not including 94 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CORE MAKERS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	....	3	....	1	2	....	8	3	3	3	....	....	....	.....	23
Austrian	....	....	....	....	....	....	1	1	.....	1	3	1	....	3	1	1	....	.....	12
Canadian:																			
French	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	.....	2
English	....	....	....	....	....	....	....	....	....	....	.....	....	....	....	....	1	....	.....	1
French	....	....	....	....	....	....	....	....	....	....	.....	....	1	....	....	1	....	.....	2
German	....	....	....	....	....	....	1	....	1	1	.....	1	....	....	1	3	....	.....	8
Irish	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	.....	2
Russian	....	....	....	....	....	....	....	....	1	2	.....	1	....	....	....	....	....	.....	4
Other Slavs	....	....	....	....	....	....	....	....	....	....	2	....	1	1	....	....	....	.....	4
All others	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	.....	1
Total	....	....	....	....	....	3	2	2	4	4	16	7	6	7	2	6	....	.....	[1] 59
Not reported	....	....	....	....	....	....	....	....	....	....	2	1	1	....	....	....	....	.....	4
FEMALES.																			
American:																			
White	....	....	....	....	....	1	3	7	3	11	10	4	1	....	....	....	1	.....	41
Austrian	....	....	....	....	....	....	....	9	37	40	80	11	1	....	....	....	....	.....	178
Bohemian	....	....	....	....	....	....	1	1	.....	1	4	....	....	....	....	....	....	.....	7
Canadian:																			
French	....	....	....	....	....	....	....	....	....	1	.....	....	....	....	....	....	....	.....	1
English	....	....	....	....	....	....	....	1	2	....	....	....	....	....	....	....	....	.....	3
German	....	....	....	....	....	....	9	10	7	12	29	5	1	1	1	....	....	.....	75
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	.....	2	.....	....	....	....	....	....	....	.....	2
Hungarian	....	....	....	....	....	....	....	....	....	....	.....	1	....	....	....	....	....	.....	1
Irish	....	....	....	....	....	....	1	1	1	2	4	1	....	2	....	....	....	.....	12
Polish	....	....	....	....	....	....	1	2	....	....	.....	....	....	....	....	....	....	.....	3
Austrian	....	....	....	....	....	....	1	2	2	....	1	2	....	....	....	....	....	.....	8
German	....	....	....	....	....	....	....	....	2	....	.....	....	....	....	....	....	....	.....	2
Russian	....	....	....	....	....	....	....	1	....	....	.....	....	....	....	....	....	....	.....	1
Russian	....	....	....	....	....	....	....	....	.....	4	5	....	....	....	....	....	....	.....	9
Scandinavian	....	....	....	....	....	....	2	....	.....	....	.....	2	....	....	....	....	....	.....	4
Scotch	....	....	....	....	....	....	....	....	.....	1	1	....	....	....	....	....	....	.....	2
Other Slavs	....	....	....	....	....	....	3	6	4	2	3	2	1	....	1	....	....	.....	22
All others	....	....	....	....	....	....	....	3	1	....	3	....	....	....	....	....	....	.....	7
Total	....	....	....	....	....	1	21	43	59	76	140	28	4	3	2	....	1	.....	[2] 378

[1] Not including 12 for whom full reports were not received.
[2] Not including 8 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CORSETS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	1	3	13	5	3	3	37	34	24	20	15	23	11	2	194
Austrian	....	....	....	....	....	....	....	1	1	....	1	1	1	....	....	....	....	....	5
Canadian	....	....	....	....	....	....	....	....	....	1	....	2	....	2	2	....	....	....	7
English	....	....	....	....	....	....	....	....	....	1	1	3	1	2	....	1	....	....	9
French	....	....	....	....	....	....	....	1	....	....	2	1	....	....	2	....	....	....	6
English	....	....	....	....	....	....	1	1	1	1	4	6	5	9	6	7	....	....	40
French	....	....	....	....	....	1	....	....	....	....	3	1	....	....	1	....	1	....	7
German	1	....	....	....	1	....	6	1	3	6	12	13	10	6	4	11	2	1	77
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	....	1	....	2	1	....	....	....	1	....	5
Russian	....	....	....	....	....	....	....	1	1	3	13	6	6	6	1	....	....	....	37
Other	....	....	....	....	....	....	....	1	....	....	5	1	2	....	2	....	....	....	11
Hungarian	....	....	....	....	1	....	1	1	3	1	5	3	2	3	5	1	....	....	26
Irish	....	....	....	....	....	....	3	....	1	1	10	7	8	12	12	10	3	....	67
Italian	....	....	....	....	....	....	....	1	3	4	6	4	1	....	....	1	....	....	20
Polish:																			
Austrian	....	....	....	....	....	1	....	....	....	....	1	....	....	....	....	....	....	....	2
Russian	....	....	....	....	....	1	....	....	....	....	2	....	....	....	....	....	....	....	3
Portuguese	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1
Russian	....	....	....	....	....	....	....	....	....	....	....	2	....	1	....	....	....	....	3
Scandinavian	....	....	....	....	....	....	1	....	....	....	3	2	1	1	1	4	....	....	13
Scotch	....	....	....	....	....	....	....	1	....	1	3	7	4	1	1	3	....	....	21
Other Slavs	....	....	....	....	....	1	1	....	1	....	8	3	2	5	2	....	....	....	23
All others	....	....	....	....	....	1	1	3	1	1	6	5	1	....	....	1	....	....	20
Total	1	....	....	....	3	7	27	17	18	24	122	103	70	68	54	62	18	3	[1] 597
Not reported	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1
FEMALES.																			
American:																			
White	....	....	....	....	15	29	59	59	65	57	213	110	73	57	36	68	27	3	871
Austrian	....	....	....	....	4	1	....	....	1	....	4	1	1	1	....	....	....	....	13
Bohemian	....	....	....	....	....	....	....	1	....	....	4	....	....	1	....	....	....	....	6
Canadian	....	....	....	....	....	1	2	2	4	2	7	8	1	2	3	3	1	....	36
English	....	....	....	....	....	2	....	4	9	9	20	6	5	2	2	....	....	....	59
French	....	....	....	....	2	2	7	2	9	7	13	10	3	1	1	....	....	....	57
English	....	....	....	....	4	4	8	11	7	10	42	21	17	15	9	14	4	1	167
French	....	....	....	....	....	....	3	4	3	3	10	3	2	2	....	4	1	....	35
German	....	....	....	....	29	57	80	94	76	61	181	54	28	30	24	14	....	1	729
Hebrew:																			
Austrian	....	....	....	....	....	1	....	6	6	4	8	1	....	....	....	....	....	....	26
Russian	....	....	....	....	4	7	12	12	23	14	49	5	1	....	2	....	....	....	129
Other	....	....	....	....	1	1	1	4	4	2	6	....	....	....	....	....	....	....	19
Hungarian	....	....	....	....	6	8	24	27	31	26	71	44	22	14	14	10	....	1	298
Irish	....	....	....	....	3	12	23	20	29	25	129	107	82	94	66	85	17	3	695
Italian	....	....	....	....	21	26	37	32	34	24	52	14	10	8	5	6	2	....	271
Polish	....	....	....	....	2	2	3	2	2	4	7	1	....	2	....	....	....	....	25
Austrian	....	....	....	....	3	5	6	10	3	2	11	4	5	4	....	1	....	....	54
German	....	....	....	....	17	16	9	4	3	10	6	2	1	....	....	....	....	....	68
Russian	....	....	....	....	4	1	7	8	7	5	7	2	....	2	....	....	....	....	43
Portuguese	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1
Russian	....	....	....	....	2	3	8	5	7	5	26	11	3	....	....	1	....	....	71
Scandinavian	....	....	....	....	2	4	8	8	7	8	23	8	6	6	1	1	1	....	83
Scotch	....	....	....	....	....	....	....	2	2	3	11	8	6	3	2	2	1	1	41
Other Slavs	....	....	....	....	8	10	9	4	1	9	11	7	....	1	2	....	....	....	62
All others	....	....	....	....	2	....	....	5	5	3	5	6	1	2	....	....	2	....	31
Total	....	....	....	....	129	192	306	326	338	293	916	433	268	247	167	209	56	10	[2] 3,890
Not reported	....	....	....	....	1	....	....	2	....	....	3	....	....	1	....	1	....	....	8

[1] Not including 29 for whom full reports were not received.
[2] Not including 67 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

CRACKERS AND BISCUITS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	2	8	21	23	28	29	19	116	74	55	34	31	33	11	1	485
Austrian	....	....	....	....	....	....	....	....	....	....	2	3	....	....	....	....	....	....	5
Bohemian	....	....	....	....	....	....	....	1	....	....	2	....	....	....	....	....	....	....	3
Canadian	....	....	....	....	....	....	1	1	4	2	1	3	....	....	1	....	....	....	13
English	....	....	....	....	....	....	....	1	2	....	2	3	1	1	3	3	1	....	17
French	....	....	....	....	....	....	....	1	1	1	2	2	1	....	2	....	....	....	10
English	....	....	....	....	....	2	....	2	1	1	9	8	5	4	8	8	4	3	55
French	....	....	....	....	....	....	1	2	....	2	2	3	1	[3]	1	1	....	....	16
German	....	....	....	....	4	7	9	10	5	10	45	41	29	18	29	25	11	1	244
Hebrew:																			
Austrian	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1
Russian	....	....	....	....	....	1	....	....	1	....	4	1	....	1	....	....	....	....	8
Other	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	....	....	....	3
Hungarian	....	....	....	....	....	....	....	....	1	....	1	....	1	....	....	....	....	....	3
Irish	....	....	....	....	3	2	11	5	6	7	37	34	25	33	18	26	7	3	217
Italian	....	....	....	....	....	2	2	9	12	11	44	31	16	10	9	4	1	....	151
Polish	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	....	....	2
Austrian	....	....	....	....	....	....	....	....	1	....	3	2	1	....	....	....	....	7	7
German	....	....	....	....	....	....	....	1	1	2	2	3	1	1	....	....	....	....	11
Russian	....	....	....	....	....	....	....	....	....	....	6	8	2	1	....	....	....	....	17
Portuguese	....	....	....	....	....	....	....	....	....	1	....	....	....	....	1	....	1	....	3
Russian	....	....	....	....	....	....	....	....	....	....	2	1	....	....	....	....	....	....	3
Scandinavian	....	....	....	....	....	....	....	....	....	....	4	4	....	1	1	2	....	....	12
Scotch	....	....	....	....	1	1	1	1	3	1	5	9	5	6	5	5	4	....	47
Other Slavs	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
All others	....	....	....	1	1	2	1	3	2	2	18	24	9	6	9	3	7	....	88
Total	....	....	....	3	17	38	50	66	70	60	310	254	152	119	118	110	47	8	[1]1,422
Not reported	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	....	2
FEMALES.																			
American:																			
White	....	....	2	6	26	63	100	113	116	70	213	48	19	12	5	5	4	....	802
Austrian	....	....	....	....	1	....	1	....	....	....	....	....	....	....	....	....	....	....	2
Bohemian	....	....	....	....	2	3	1	3	1	1	2	....	....	....	....	....	....	....	13
Canadian	....	....	....	....	1	1	1	....	1	1	4	1	1	....	....	....	....	....	11
English	....	....	....	....	....	2	2	1	2	1	8	2	1	....	....	....	....	....	19
French	....	....	....	....	2	1	3	3	3	3	9	2	2	1	....	....	....	....	29
English	....	....	....	....	3	3	4	7	12	6	19	4	4	....	....	....	....	....	62
French	....	....	....	....	....	2	1	3	1	2	8	2	1	1	1	....	....	....	22
German	....	....	....	2	11	22	47	52	57	55	87	27	16	4	7	5	....	1	393
Hebrew:																			
Austrian	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	....	....	2
Russian	....	....	....	....	1	....	5	3	2	....	3	2	....	....	....	....	....	....	16
Other	....	....	....	....	....	1	1	2	2	....	....	....	....	....	....	....	....	....	6
Hungarian	....	....	....	....	....	....	1	....	....	1	....	....	....	....	....	....	....	....	2
Irish	....	....	....	....	8	24	51	44	43	40	104	52	13	15	6	5	3	1	409
Italian	....	....	....	....	2	2	14	11	14	2	13	2	1	....	....	....	....	....	61
Polish	....	....	....	....	2	4	1	4	....	2	1	....	....	....	....	....	....	....	14
Austrian	....	....	....	....	1	1	2	2	1	1	....	....	....	....	....	....	....	....	8
German	....	....	....	....	7	8	18	17	15	7	8	1	....	....	....	3	....	....	84
Russian	....	....	....	....	2	7	10	8	6	2	5	1	1	1	....	....	....	....	43
Portuguese	....	....	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	2
Russian	....	....	....	....	....	....	2	1	1	....	3	....	....	....	....	....	....	....	7
Scandinavian	....	....	....	....	....	2	3	2	3	2	7	1	....	....	....	....	1	....	21
Scotch	....	....	....	....	1	1	3	8	1	4	11	3	1	1	....	....	....	....	34
Other Slavs	....	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	....	2
All others	....	....	....	....	3	3	1	2	3	1	7	4	....	....	....	....	1	....	25
Total	....	....	2	8	73	150	273	288	286	201	513	152	60	35	19	18	9	2	[2]2,089
Not reported	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1

[1] Not including 115 for whom full reports were not received.
[2] Not including 81 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

HARDWARE AND METAL SPECIALTIES.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	2	10	19	15	10	11	83	77	65	57	34	50	25	12	470
Austrian	....	....	....	....	....	1	....	3	4	13	23	14	10	8	5	3	....	.....	84
Bohemian	....	....	....	....	....	....	....	....	.....	1	3	3	2	1	2	....	....	.....	12
Canadian	....	....	....	....	....	....	....	1	.....	3	5	2	6	1	2	....	....	.....	20
English	....	....	....	....	....	....	....	1	.....	....	....	1	....	....	....	....	....	.....	2
French	....	....	....	....	....	1	1	1	1	....	9	4	5	1	3	....	2	.....	28
English	....	....	....	1	2	1	1	2	6	5	19	20	15	20	8	16	7	1	123
French	....	....	....	....	1	....	....	2	1	1	3	2	5	3	4	1	....	.....	23
German	....	....	....	....	2	2	8	10	10	8	37	34	26	29	20	33	15	7	241
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	.....	1	2	3	1	1	1	1	....	.....	10
Russian	....	....	....	....	....	....	2	2	2	2	13	7	2	....	1	....	....	.....	31
Other	....	....	....	....	....	....	1	....	.....	....	....	....	....	....	....	....	....	.....	1
Hungarian	....	....	....	....	1	....	....	1	.....	....	13	12	6	7	11	7	....	.....	58
Irish	....	....	....	....	6	8	5	9	10	7	37	53	61	48	32	45	13	4	338
Italian	....	....	....	....	3	10	22	13	17	25	54	42	32	32	20	18	1	.....	289
Polish	....	....	....	....	....	....	1	....	2	6	36	28	10	13	2	7	1	.....	106
Austrian	....	....	....	....	1	....	....	1	5	3	29	24	23	17	5	6	2	.....	116
German	....	....	....	....	....	....	....	....	.....	1	1	....	....	3	....	....	....	.....	5
Russian	....	....	....	....	2	2	1	1	8	8	79	51	41	26	12	18	2	.....	251
Russian	....	....	....	....	....	1	2	2	1	3	15	18	9	7	3	1	....	.....	62
Scandinavian	....	....	....	....	3	2	5	3	13	13	58	50	42	33	21	29	19	.....	291
Scotch	....	....	....	....	....	....	....	....	.....	2	2	4	2	....	4	6	3	2	25
Other Slavs	....	....	....	....	2	7	1	2	9	15	72	69	55	58	20	23	4	.....	337
All others	....	....	....	....	1	1	1	2	.....	2	49	53	38	22	15	8	....	.....	192
Total	....	....	....	....	26	46	70	71	99	130	642	571	456	387	225	272	94	26	[1] 3,115
FEMALES.																			
American:																			
White	....	....	....	....	3	12	16	24	13	11	32	14	7	6	2	....	1	.....	141
Austrian	....	....	....	....	1	1	2	3	10	6	6	3	3	1	....	1	....	.....	37
Canadian	....	....	....	....	....	....	1	....	1	....	3	....	....	....	....	....	....	.....	5
English	....	....	....	....	....	....	....	....	.....	....	1	....	....	1	....	....	....	.....	2
French	....	....	....	....	....	....	2	2	3	2	7	5	....	1	....	....	....	.....	22
English	....	....	....	....	....	2	2	3	3	2	8	1	4	2	....	....	....	.....	27
French	....	....	....	....	....	1	1	....	3	....	2	....	....	....	....	....	....	.....	7
German	....	....	....	....	2	5	10	9	9	6	13	9	3	2	3	1	....	.....	72
Hebrew:																			
Russian	....	....	....	....	1	....	1	4	2	2	9	2	....	....	....	....	....	.....	21
Other	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	.....	1
Hungarian	....	....	....	....	....	....	1	2	3	1	1	1	....	1	....	....	....	.....	10
Irish	....	....	....	....	1	7	12	20	19	9	35	24	12	11	5	6	2	.....	163
Italian	....	....	....	....	1	2	6	12	4	6	13	3	2	1	1	....	....	.....	51
Polish	....	....	....	....	2	3	4	4	10	12	17	8	....	4	1	....	....	.....	65
Austrian	....	....	....	....	2	4	5	5	19	16	37	6	5	4	1	....	....	.....	104
German	....	....	....	....	....	....	....	....	.....	....	....	....	....	....	1	....	....	.....	1
Russian	....	....	....	....	....	6	4	14	31	29	83	22	10	9	3	3	1	.....	215
Russian	....	....	....	....	....	1	2	4	11	4	10	2	1	....	....	....	....	.....	35
Scandinavian	....	....	....	....	5	2	2	5	7	2	7	1	2	....	....	....	....	.....	33
Scotch	....	....	....	....	....	....	....	....	1	1	2	1	....	1	....	....	....	.....	6
Other Slavs	....	....	....	....	1	1	2	7	10	2	5	3	....	....	....	....	....	.....	31
All others	....	....	....	....	....	2	3	7	5	3	7	4	1	1	3	....	....	.....	36
Total	....	....	....	....	19	49	76	125	165	114	298	109	50	45	20	11	4	.....	[2] 1,085

[1] Not including 25 for whom full reports were not received.
[2] Not including 2 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

HOSIERY AND KNIT GOODS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	4	13	16	25	78	109	103	88	101	87	301	215	112	85	64	58	35	7	1,501
Austrian											1								1
Bohemian						1			1	1			3		1				7
Canadian						1	1	1	1	1	6	3	1	4	1	4			24
English									1		2		2	1	1				7
French						4	7	6	4	6	24	19	16	11	14	5	6	2	124
English					4	6	5	1	4	5	19	24	21	16	20	31	9	3	168
French					1	5			1		6	4	8	5	5	7	1	2	45
German					19	26	21	16	11	12	78	59	33	36	21	27	11	5	375
Hebrew:																			
Austrian							2			1	4	2		2		1			12
Russian						1	2	3	9	2	15	8	6	7	4	3			60
Other						1		1	1	1	1	1				2			8
Hungarian					1		1	1	3	1	3	4	1	2	2	1			20
Irish					3	3	9	8	4	9	25	34	33	21	18	41	16	2	226
Italian					2	7	9	12	11	9	24	10	8	8	3	3	1		107
Polish							4	1	3	2		1		1					12
Austrian												1	1						2
German											1		1	1	1				4
Russian						1		1	3	3	13	8	3	4		1			37
Portuguese						1													1
Russian						2		1	1		3			1					8
Scandinavian					1	1	2	3		3	14	9	6	6	4	6	2		57
Scotch					1	2		1	2			2	6	4	3	4			25
Other Slavs								1		1	3	1		1			1		8
All others	1				2		1	4	6	5	23	15	8	6	3	6			80
Total	5	13	16	25	112	171	167	149	167	149	566	420	269	222	165	200	82	21	[1] 2,919
Not reported				1	2	1	1	1			2				1				9
FEMALES.																			
American:																			
White	4	4	22	51	225	341	492	478	452	382	1,125	444	216	130	90	101	27	3	4,587
Austrian									1	1	2	1							5
Bohemian					1	1	2	5	7	2	13	3							34
Canadian					1	5	4	4	11	4	23	12	5	2	1	1	1		74
English						1	5		7	8	30	12	5	3	4		1	1	77
French					7	19	21	26	25	15	101	36	21	11	13	11	9	1	316
English					6	17	29	18	21	24	105	68	33	27	16	13	4		381
French					3	4	4	6	7	11	25	21	4	3	4	1			93
German					69	127	207	201	189	193	602	209	93	49	34	24	4		2,001
Hebrew:																			
Austrian					1	1	5	8	10	7	19	3							54
Russian					3	3	16	29	25	18	50	6	2						152
Other						2	7	7	11	5	17	3							52
Hungarian					2	3	6	1	7	6	16	8	2	3	2	1			57
Irish					17	25	48	44	70	58	278	164	90	66	67	50	13	2	992
Italian					13	27	32	43	43	23	72	27	12	5	3	1			301
Polish					1	5	20	8	6	15	48	26	5	7	4	2			147
Austrian		1			1	1	3	6	4	4	13	1	1	1					36
German					7	12	20	21	14	11	26	10		2					123
Russian					1	4	6	7	6	10	31	11	1	1					78
Portuguese					2	2	1	3	3		7	1							19
Russian					2	2	12	8	15	17	33	14	4	4		1			112
Scandinavian					5	9	23	34	34	33	136	39	14	7	3	3		1	341
Scotch					5	2	1	2	7	2	33	16	3	5	1	1			78
Other Slavs									1		3								4
All others					5	15	23	16	31	27	101	25	5	2	2				252
Total	4	5	22	51	377	628	987	975	1,007	876	2,909	1,160	516	328	244	210	59	8	[2] 10,366
Not reported				1	5	2	3	7	3	1	14		1						37

[1] Not including 83 for whom full reports were not received.
[2] Not including 417 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

JEWELRY.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	1	2	9	7	8	1	22	16	9	8	3	12	1	1	100
Austrian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
Bohemian	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1
Canadian	....	....	....	....	....	....	4	4	1	....	....	....	....	....	....	....	....	....	9
English	....	....	....	....	....	....	....	1	1	....	2	....	2	....	....	....	....	....	6
French	....	....	....	....	....	....	....	1	1	1	....	1	1	....	....	....	....	....	5
English	....	....	....	....	....	....	2	3	3	....	4	....	2	4	3	2	1	1	25
French	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
German	....	....	....	....	....	....	....	....	....	1	3	2	3	1	3	....	3	....	16
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	....	1	2	2	....	....	....	....	....	1	6
Russian	....	....	....	....	2	1	2	1	3	....	7	2	1	1	....	....	1	....	21
Others	....	....	....	....	....	....	....	....	....	1	1	1	1	....	....	1	....	....	5
Irish	....	....	....	....	....	2	3	2	2	1	6	3	2	2	....	1	1	....	25
Italian	....	....	....	....	1	....	1	2	6	3	20	8	1	2	1	1	....	....	46
Portuguese	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
Russian	....	....	....	....	....	....	....	....	2	1	1	....	....	....	....	....	....	....	4
Scandinavian	....	....	....	....	....	1	1	....	....	....	2	2	1	2	1	1	....	....	11
Scotch	....	....	....	....	....	....	....	....	....	1	1	1	....	....	....	....	1	....	4
All others	....	....	....	....	....	....	....	....	....	1	2	1	....	....	....	....	....	....	4
Total	....	....	....	....	4	6	22	22	27	12	75	39	23	20	11	18	9	3	291
FEMALES.																			
American:																			
White	....	....	....	....	....	1	2	3	4	6	22	9	4	4	1	....	....	....	56
Canadian	....	....	....	....	....	....	....	....	....	....	3	....	1	....	....	1	....	....	5
English	....	....	....	....	....	....	....	....	1	3	....	....	1	....	....	....	....	....	5
French	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	....	....	2
English	....	....	....	....	....	1	3	1	1	1	4	3	1	....	....	....	....	....	15
German	....	....	....	....	....	....	....	2	....	....	....	....	....	....	....	....	....	....	3
Hebrew:																			
Austrian	....	....	....	....	1	....	....	....	1	2	....	....	....	....	....	....	....	....	4
Russian	....	....	....	....	1	4	6	3	1	3	3	2	1	....	....	....	....	....	24
Others	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1
Irish	....	....	....	....	....	2	....	....	1	2	10	4	7	2	....	....	....	....	28
Italian	....	....	....	....	....	1	2	4	1	1	3	....	....	....	....	....	....	....	12
Portuguese	....	....	....	....	2	1	3	....	....	....	2	1	....	1	....	....	....	....	10
Scandinavian	....	....	....	....	1	2	1	1	....	1	4	....	....	....	....	....	....	....	10
Scotch	....	....	....	....	....	1	2	1	....	....	1	1	....	....	....	....	....	....	6
All others	....	....	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	2
Total	....	....	....	....	5	13	21	15	10	20	53	20	16	8	1	1	....	....	[1] 183

[1] Not including 7 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

NEEDLES AND PINS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	3	5	8	5	11	10	49	34	23	27	21	26	14	4	240
Austrian	....	....	....	....	....	....	1	....	1	....	2	....	....	....	....	....	....	....	4
Bohemian	....	....	....	....	....	....	....	....	....	....	....	1	....	2	....	....	....	....	3
Canadian	....	....	....	....	....	2	1	....	....	1	1	2	5	4	....	2	1	....	19
French	....	....	....	....	....	....	....	....	....	1	4	6	8	5	1	1	....	....	26
English	....	....	....	....	....	1	1	2	1	1	7	8	12	10	6	8	5	2	64
French	....	....	....	....	1	2	....	1	1	....	7	2	2	5	2	1	....	....	24
German	....	....	....	....	....	4	2	1	3	4	11	8	16	7	5	6	8	2	77
Hebrew:																			
Russian	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	....	....	2
Hungarian	....	....	....	....	2	1	....	1	2	1	3	1	1	....	....	....	....	....	12
Irish	....	....	....	....	1	2	4	5	4	2	14	19	24	19	17	21	3	1	136
Italian	....	....	....	....	1	1	2	2	7	9	32	19	15	12	4	7	1	....	112
Polish	....	....	....	....	....	....	....	1	....	....	2	....	....	....	1	1	....	....	5
Austrian	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	....	2
Russian	....	....	....	....	....	....	....	....	....	....	1	2	....	....	....	....	....	....	3
Russian	....	....	....	....	....	....	....	....	....	2	2	3	4	2	1	....	....	....	14
Scandinavian	....	....	....	....	....	1	1	....	....	....	1	4	4	1	1	....	....	....	13
Scotch	....	....	....	....	....	....	....	....	....	....	1	2	1	1	1	3	....	....	9
Other Slavs	....	....	....	....	1	....	1	1	....	....	2	....	....	1	....	....	....	....	6
All others	....	....	....	....	1	1	2	3	2	4	10	6	2	1	....	....	....	....	32
Total	....	....	....	....	10	20	23	22	33	36	150	118	117	97	60	76	32	9	[1] 803
Not reported	....	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	2
FEMALES.																			
American:																			
White	....	....	....	....	2	11	10	15	13	19	55	17	9	3	3	2	2	....	161
Austrian	....	....	....	....	....	....	....	....	1	....	2	....	....	....	....	....	....	....	3
Bohemian	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1
Canadian	....	....	....	....	1	4	4	3	3	2	8	....	2	....	1	....	....	....	28
French	....	....	....	....	....	....	2	2	2	....	4	4	....	....	....	....	....	....	14
English	....	....	....	....	3	....	3	2	4	3	10	3	1	2	....	....	....	....	31
French	....	....	....	....	....	8	7	3	1	1	8	1	2	1	....	....	....	....	32
German	....	....	....	....	3	4	10	14	3	13	27	5	1	2	1	....	....	....	83
Hebrew	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	1
Hungarian	....	....	....	....	....	3	....	3	1	2	5	1	....	....	....	....	....	....	15
Irish	....	....	....	....	1	7	10	8	8	13	43	23	9	10	2	9	1	....	144
Italian	....	....	....	....	5	3	12	11	2	6	13	2	1	1	....	....	....	....	56
Polish	....	....	....	....	....	1	1	....	2	....	....	....	....	....	....	....	....	....	4
Austrian	....	....	....	....	....	....	1	1	1	....	....	....	....	....	....	....	....	....	3
German	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
Russian	....	....	....	....	2	3	....	....	....	....	....	....	....	....	....	....	....	....	5
Russian	....	....	....	....	....	....	2	....	1	1	....	....	....	....	....	....	....	....	4
Scandinavian	....	....	....	....	....	2	....	1	2	1	2	....	....	....	....	....	....	....	8
Scotch	....	....	....	....	....	....	....	1	....	2	2	1	1	....	1	....	....	....	8
Other Slavs	....	....	....	....	....	....	1	2	1	2	6	....	1	....	....	....	....	....	14
All others	....	....	....	....	....	1	....	....	2	2	1	2	....	....	....	....	....	....	8
Total	....	....	....	....	17	47	65	66	47	67	187	59	27	20	8	11	3	....	[2] 624

[1] Not including 5 for whom full reports were not received.
[2] Not including 2 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

NUTS, BOLTS, AND SCREWS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	1	4	2	3	....	....	7	3	3	3	2	....	....	....	28
Austrian	....	....	....	....	....	....	....	1	....	3	4	3	1	2	....	1	....	....	15
Bohemian	....	....	....	....	1	1	....	....	....	....	....	....	....	....	....	....	....	....	2
Canadian:																			
English	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
English	....	....	....	....	....	....	1	....	....	....	....	1	....	....	....	1	....	....	3
French	....	....	....	....	....	....	1	....	....	....	1	2	1	....	....	....	....	....	5
German	....	....	....	1	9	8	4	1	1	2	8	4	4	8	5	4	2	....	61
Hungarian	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	1
Irish	....	....	....	....	....	2	1	....	1	....	3	1	1	1	1	3	....	....	14
Italian	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	(1)
Polish	....	....	....	....	3	5	2	....	....	1	2	3	1	....	2	....	....	....	19
Austrian	....	....	....	....	....	2	....	1	3	4	35	23	5	7	4	3	1	....	88
German	....	....	....	....	3	2	1	....	....	2	7	4	3	2	1	1	1	1	28
Russian	....	....	....	....	....	2	....	1	2	1	7	9	1	1	1	1	....	....	26
Russian	....	....	....	....	....	....	....	....	....	1	....	5	2	3	....	1	....	....	12
Other Slavs	....	....	....	....	1	1	....	....	1	....	4	1	1	....	....	....	....	....	9
All others	....	....	....	....	1	....	....	....	....	....	3	3	1	4	....	2	....	....	14
Total	....	....	....	1	19	28	12	7	8	14	81	63	24	31	16	17	4	1	[2] 326
FEMALES.																			
American:																			
White	....	....	....	....	2	1	3	3	11	3	8	3	....	....	....	....	....	....	34
Austrian	....	....	....	....	....	4	2	6	5	4	8	8	2	....	....	1	....	....	40
Bohemian	....	....	....	....	....	....	2	2	6	1	4	1	....	....	....	....	....	....	16
Canadian:																			
English	....	....	....	....	....	2	....	2	....	....	....	....	....	....	....	....	....	....	4
French	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
English	....	....	....	....	....	....	1	2	....	....	1	....	....	....	....	....	1	....	5
French	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	1
German	....	....	....	....	13	7	16	30	28	22	46	9	3	3	1	1	....	....	179
Hungarian	....	....	....	....	....	....	2	3	20	6	34	16	5	5	4	....	....	....	95
Irish	....	....	....	....	3	1	1	1	2	....	2	2	1	1	1	1	....	....	16
Italian	....	....	....	....	....	....	1	2	1	....	....	....	....	....	....	....	....	....	4
Polish	....	....	....	....	2	5	6	4	5	7	14	6	....	1	....	....	....	....	50
Austrian	....	....	....	....	5	6	3	4	6	9	28	4	4	3	2	....	....	....	74
German	....	....	....	....	6	9	3	7	9	3	3	....	....	....	....	....	....	....	40
Russian	....	....	....	....	2	3	4	1	2	3	6	1	....	....	....	....	....	....	22
Russian	....	....	....	....	6	3	4	2	4	7	6	2	2	1	....	....	1	....	38
Other Slavs	....	....	....	....	....	....	6	5	8	2	10	3	1	....	....	....	....	....	35
All others	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1
Total	....	....	....	....	39	41	54	74	110	67	170	55	18	14	8	3	2	....	655
Not reported	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	....	....	....	1

[1] One, age not reported.
[2] Not including 7 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

PAPER BOXES.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	1	10	14	25	25	29	18	75	57	33	33	18	21	9	1	369
Austrian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
Bohemian	....	....	....	....	....	....	....	....	1	1	2	1	....	1	....	....	....	....	6
Canadian	....	....	....	....	1	....	....	1	2	....	2	....	....	1	1	....	....	....	8
English	....	....	....	....	....	....	1	2	2	1	3	....	....	....	....	1	....	....	10
French	....	....	....	....	....	....	1	1	....	....	3	....	1	....	....	....	....	....	6
English	....	....	....	....	....	....	2	....	1	2	4	4	5	4	2	3	2	....	29
French	....	....	....	....	....	....	....	....	....	....	3	1	....	....	2	1	....	....	7
German	....	....	....	....	3	9	7	10	5	5	29	25	24	18	12	17	8	2	174
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	1	....	4	1	1	....	1	1	....	....	9
Russian	....	....	....	....	....	3	4	6	3	4	18	15	8	4	3	....	....	....	68
Others	....	....	....	....	....	....	1	1	....	1	4	1	1	....	....	....	....	....	9
Hungarian	....	....	....	....	....	....	....	....	....	....	1	4	....	....	1	....	....	....	6
Irish	....	....	....	....	1	3	3	3	5	3	18	14	15	9	9	6	1	....	90
Italian	....	....	....	....	1	1	10	15	9	16	33	13	11	9	7	2	1	....	128
Polish	....	....	....	....	1	....	7	3	....	1	1	....	....	....	....	....	....	1	14
Austrian	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
German	....	....	....	....	....	2	2	1	2	1	3	....	....	....	1	....	1	....	13
Russian	....	....	....	....	....	....	2	....	....	....	2	1	....	....	....	....	....	....	5
Portuguese	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
Russian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
Scandinavian	....	....	....	....	....	....	1	1	1	....	3	2	1	1	....	1	....	....	11
Scotch	....	....	....	....	1	....	....	....	....	....	3	....	1	1	....	1	1	....	8
Other Slavs	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
All others	....	....	....	....	1	....	....	1	2	1	8	4	4	1	5	1	....	....	28
Total	....	....	....	1	19	32	66	71	63	54	221	145	105	82	62	55	23	4	[1] 1,003
Not reported	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
FEMALES.																			
American:																			
White	....	....	2	4	61	75	145	139	118	90	302	123	61	26	17	17	11	2	1,193
Austrian	....	....	....	....	1	....	1	3	2	....	1	1	....	....	....	....	....	....	9
Bohemian	....	....	....	1	2	2	5	1	4	2	7	5	....	....	....	....	....	....	29
Canadian	....	....	....	....	1	2	4	3	9	5	7	5	....	1	1	....	....	....	38
English	....	....	....	....	1	1	1	....	5	3	14	7	1	....	....	....	....	....	33
French	....	....	....	....	2	2	9	10	5	10	16	10	6	3	....	....	....	....	73
English	....	....	....	1	4	4	6	10	11	9	22	19	6	5	1	2	....	....	100
French	....	....	....	....	....	2	1	....	3	2	7	4	1	....	....	....	....	....	20
German	....	....	....	5	33	52	99	85	86	73	203	81	34	23	8	15	....	1	798
Hebrew:																			
Austrian	....	....	....	....	2	3	9	8	5	2	14	1	....	....	....	....	....	....	44
Russian	....	....	....	....	4	5	21	23	12	17	33	3	....	....	....	....	....	....	118
Others	....	....	....	....	....	1	5	3	1	2	8	1	....	2	1	....	....	....	24
Hungarian	....	....	....	....	1	4	1	....	2	1	3	....	....	....	....	....	....	....	12
Irish	....	....	....	....	11	19	52	40	30	31	109	79	57	36	14	14	5	1	498
Italian	....	....	....	....	11	32	46	40	23	13	20	1	2	....	....	....	....	....	188
Polish	....	....	....	....	32	34	29	25	11	4	12	....	1	....	....	....	....	....	148
Austrian	....	....	....	....	7	13	6	6	4	2	2	1	....	....	1	....	....	....	42
German	....	....	....	....	45	52	48	46	23	18	14	1	....	....	....	1	....	....	248
Russian	....	....	....	....	4	5	6	3	2	4	3	....	....	....	....	....	....	....	27
Portuguese	....	....	....	....	....	....	....	....	....	....	2	....	....	....	....	....	....	....	2
Russian	....	....	....	....	....	2	3	2	1	1	....	1	....	....	....	....	....	....	10
Scandinavian	....	....	....	....	....	6	3	2	8	3	4	3	....	....	....	....	....	....	29
Scotch	....	....	....	1	1	1	3	5	7	2	10	3	2	2	1	....	....	....	38
All others	....	....	....	....	1	1	4	2	4	2	7	6	....	1	....	....	....	....	28
Total	....	....	2	12	224	318	507	456	376	296	820	355	171	99	44	49	16	4	[2] 3,749
Not reported	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1

[1] Not including 13 for whom full reports were not received.
[2] Not including 97 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

POTTERY.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	5	20	28	42	34	32	198	144	91	78	48	57	12	6	795
Austrian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
Bohemian	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1
Canadian:																			
English	....	....	....	....	....	....	....	....	....	....	1	....	....	1	....	1	....	....	3
English	....	....	....	....	2	6	8	9	10	10	36	47	55	29	36	48	17	5	318
French	....	....	....	....	....	....	....	....	....	....	....	1	....	1	1	....	....	....	3
German	....	....	....	....	4	8	10	5	10	7	28	25	34	18	22	29	5	2	207
Hebrew:																			
Russian	....	....	....	....	....	....	....	1	....	....	....	....	1	1	....	....	....	....	3
Hungarian	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	....	....	2
Irish	....	....	....	....	2	1	2	6	3	3	16	25	27	21	21	35	4	2	168
Italian	....	....	....	....	1	2	2	....	2	....	2	2	1	4	6	5	....	....	27
Polish	....	....	....	....	....	....	1	2	1	2	2	9	4	4	10	1	....	....	36
Austrian	....	....	....	....	....	1	....	....	....	....	....	2	2	....	....	....	....	....	5
German	....	....	....	....	....	....	....	....	1	1	1	....	1	....	....	....	....	....	4
Russian	....	....	....	....	....	....	....	1	....	1	9	13	2	4	4	1	....	....	35
Russian	....	....	....	....	....	....	1	....	....	....	....	....	2	1	....	....	....	....	4
Scandinavian	....	....	....	....	....	1	....	....	....	1	....	2	1	....	....	....	....	....	5
Scotch	....	....	....	....	....	2	4	1	....	1	3	5	4	1	3	6	1	....	31
Other Slavs	....	....	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	2
All others	....	....	....	....	....	....	....	....	....	....	3	2	....	4	1	1	....	....	11
Total	....	....	....	....	14	41	57	67	61	59	301	277	225	168	152	185	39	15	[1] 1,661
Not reported	....	....	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	2
FEMALES.																			
American:																			
White	....	....	....	....	3	12	24	32	37	17	84	35	32	17	9	18	1	1	322
Bohemian	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
English	....	....	....	....	....	2	5	4	8	10	18	21	13	9	12	9	....	....	111
French	....	....	....	....	1	....	....	....	....	1	....	....	....	1	....	....	....	....	3
German	....	....	....	....	5	6	7	8	8	8	28	9	6	7	2	....	....	....	94
Hungarian	....	....	....	....	1	....	....	....	....	....	1	....	....	....	....	....	....	....	2
Irish	....	....	....	....	4	2	7	2	5	4	11	14	6	9	4	....	4	....	72
Italian	....	....	....	....	....	2	1	....	....	....	....	....	....	....	....	....	....	....	3
Polish	....	....	....	....	....	....	3	2	1	3	....	....	....	....	....	....	....	....	9
Russian	....	....	....	....	....	....	....	2	....	1	3	....	1	....	....	....	....	....	7
Scandinavian	....	....	....	....	....	1	....	....	....	....	1	....	....	....	....	....	....	....	2
Scotch	....	....	....	....	1	....	1	....	1	1	4	2	1	2	1	....	....	....	14
All others	....	....	....	....	....	....	....	....	....	....	....	2	....	....	....	....	....	....	2
Total	....	....	....	....	15	25	48	50	60	45	150	84	59	45	28	27	5	1	[2] 642

[1] Not including 34 for whom full reports were not received.
[2] Not including 15 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

RUBBER AND ELASTIC GOODS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	....	....	1	2	5	1	2	16	20	12	23	8	16	6	2	114
Austrian	....	....	....	....	....	....	....	....	....	....	2	1	3	....	....	1	....	....	7
Canadian	....	....	....	....	....	....	....	....	....	....	3	4	2	3	1	3	....	....	16
French	....	....	....	....	....	3	1	....	....	....	1	3	2	....	3	3	1	....	17
English	....	....	....	....	....	....	....	1	....	1	5	2	5	5	4	5	3	3	34
French	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	1
German	....	....	....	....	....	....	....	....	1	....	4	5	4	8	6	8	2	1	39
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	....	1	1	....	1	....	....	....	....	....	3
Russian	....	....	....	....	....	....	....	....	....	2	2	3	1	2	1	....	....	....	11
Other	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	1
Hungarian	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	1
Irish	....	....	....	....	1	1	2	5	2	....	15	15	23	23	6	13	12	2	120
Italian	....	....	....	....	....	....	1	2	6	3	24	30	14	7	3	3	....	1	94
Polish	....	....	....	....	....	....	....	1	1	....	9	4	4	3	1	1	....	1	25
Austrian	....	....	....	....	....	....	....	....	....	....	7	2	....	1	....	....	....	....	10
Russian	....	....	....	....	....	....	1	....	....	....	2	1	....	....	....	2	....	....	6
Portuguese	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1
Russian	....	....	....	....	....	....	1	....	....	....	2	2	3	4	....	....	....	....	12
Scandinavian	....	....	....	....	....	....	....	3	....	....	5	5	4	9	9	8	1	....	44
Scotch	....	....	....	....	....	....	....	1	....	....	1	2	1	2	....	4	....	....	11
All others	....	....	....	....	....	....	....	....	....	....	3	4	1	2	1	1	....	....	12
Total	....	....	....	....	1	5	8	18	11	9	102	103	80	94	43	69	26	10	[1] 579
Not reported	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
FEMALES.																			
American:																			
White	....	....	....	....	1	2	6	6	9	4	32	8	6	4	1	1	1	....	81
Canadian	....	....	....	....	....	....	1	....	....	1	1	....	1	....	....	....	....	....	4
English	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1	....	2
French	....	....	....	....	....	....	3	2	1	2	6	....	....	....	2	....	....	....	16
English	....	....	....	....	....	1	2	....	....	....	3	....	1	....	....	....	....	....	7
French	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
German	....	....	....	....	....	....	....	....	2	4	4	1	2	....	1	....	....	....	14
Hebrew:																			
Russian	....	....	....	....	....	....	2	....	....	....	1	....	....	....	....	....	....	....	3
Other	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Hungarian	....	....	....	....	....	....	....	....	1	....	2	....	....	....	....	....	....	....	3
Irish	....	....	....	....	1	1	3	3	8	1	22	13	12	18	7	7	4	....	100
Italian	....	....	....	....	....	1	1	3	2	3	5	5	5	....	....	....	....	....	25
Polish	....	....	....	....	....	....	....	1	....	....	1	1	1	....	....	....	....	....	4
Russian	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	....	1
Scandinavian	....	....	....	....	1	1	....	....	....	....	2	1	1	....	....	....	....	....	6
Scotch	....	....	....	....	....	1	....	....	....	....	3	....	1	2	....	2	....	....	9
All others	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Total	....	....	....	....	3	7	18	17	23	17	83	29	30	24	11	10	6	....	[1] 278

[1] Not including 5 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

SHIRTS, OVERALLS, AND UNDERWEAR.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	....	4	8	20	29	34	46	24	89	53	38	19	18	15	8	2	407
Bohemian	....	....	....	....	1	....	1	....	1	....	....	....	....	....	....	....	....	....	3
Canadian	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1
English	....	....	....	....	....	....	....	....	2	2	....	....	1	1	2	2	1	....	11
French	....	....	....	....	....	....	....	....	....	....	1	....	1	1	1	1	....	....	5
German	....	....	....	1	3	6	6	12	7	12	30	19	9	15	9	9	1	....	139
Hebrew:																			
Russian	....	....	....	....	....	....	1	1	1	1	3	....	....	....	....	....	....	....	7
Other	....	....	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	2
Hungarian	....	....	....	....	....	....	....	....	....	....	1	1	....	....	....	....	....	....	2
Irish	....	....	....	....	1	....	....	1	1	1	8	1	2	1	....	....	1	....	17
Italian	....	....	....	....	....	1	....	....	....	....	....	1	....	....	....	....	....	....	2
Polish	....	....	....	....	....	....	....	....	1	2	3	4	3	2	....	1	....	....	16
Austrian	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
German	....	....	....	....	....	....	1	....	....	....	1	....	1	....	....	....	....	....	3
Scandinavian	....	....	....	....	....	1	1	1	....	1	2	2	....	....	1	1	....	....	10
Scotch	....	....	....	....	....	....	....	....	....	....	....	3	....	....	....	....	....	....	3
All other	....	....	....	....	....	....	1	....	1	....	2	....	3	1	....	....	1	....	9
Total	....	....	....	5	13	28	40	49	60	43	142	84	60	40	31	29	12	2	638
FEMALES.																			
American:																			
White	....	....	6	22	55	90	161	160	181	123	490	188	82	47	24	26	7	1	1,663
Austrian	....	....	....	1	....	....	....	2	....	....	3	1	....	1	....	....	....	....	8
Bohemian	....	....	1	....	1	2	3	2	3	3	5	2	....	....	....	....	....	....	22
Canadian	....	....	....	....	....	....	....	....	....	....	2	....	1	....	....	....	....	....	3
English	....	....	....	....	1	1	....	....	1	....	....	1	....	....	....	....	....	....	4
English	....	....	....	....	....	1	4	3	....	1	12	6	3	4	1	1	....	....	36
French	....	....	....	....	2	....	5	3	2	....	18	6	2	5	2	1	....	....	46
German	....	....	1	11	41	62	89	96	91	76	288	132	61	43	23	13	2	....	1,029
Hebrew:																			
Austrian	....	....	....	....	....	....	1	2	....	1	....	....	....	....	....	....	....	....	4
Russian	....	....	....	....	3	3	12	1	7	2	9	....	....	1	....	....	....	....	38
Other	....	....	....	....	....	....	2	2	3	....	4	....	....	....	....	....	....	....	11
Hungarian	....	....	....	....	3	2	3	6	3	4	6	5	1	....	1	2	....	....	36
Irish	....	....	....	3	4	4	2	5	9	5	39	28	9	11	6	4	....	....	129
Italian	....	....	....	....	1	1	....	1	....	....	6	....	2	....	....	....	....	....	11
Polish	....	....	....	....	....	2	7	3	5	3	22	3	3	2	....	....	....	....	50
Austrian	....	....	....	....	....	2	1	2	1	1	2	1	....	....	....	....	....	....	10
German	....	....	....	....	3	10	19	17	27	18	54	11	8	....	....	....	....	....	167
Russian	....	....	....	....	....	1	....	1	....	1	3	....	....	....	....	....	....	....	6
Russian	....	....	....	....	....	....	1	1	1	1	4	....	....	....	....	....	....	....	8
Scandinavian	....	....	....	....	1	1	1	2	1	2	8	2	....	....	....	1	....	....	19
Scotch	....	....	....	....	....	....	....	1	1	....	4	3	....	1	1	....	1	....	12
Other Slavs	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	1
All others	....	....	....	....	....	1	2	2	5	1	8	5	1	2	2	2	....	....	31
Total	....	....	8	37	115	183	313	312	341	242	988	394	173	117	60	50	10	1	[1] 3,344
Not reported	....	....	....	....	....	....	1	....	2	1	4	2	1	....	....	....	....	....	11

[1] Not including 47 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

STAMPED AND ENAMELED WARE.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White					17	26	91	66	76	64	315	183	123	64	48	66	40	11	1,190
Austrian								3		3	11	3	5	6	1	3			35
Bohemian							1				1		2		2	3	1		10
Canadian								1	1			2		1	4	2	1		12
English							1		1		2				1	2			7
French							1			1		1				1		1	5
English					1	3	1	1	4	2	9	5	8	4	8	10	5	2	63
French								1	1	1	6		5	2	4	8	1	1	30
German					11	15	23	19	20	12	63	67	63	45	36	60	25	17	476
Hebrew:																			
Austrian								1			3	1	1	4		3			13
Russian							1		2		12	6	7	5	1	3			37
Other									1		1	2	1	2		1			8
Hungarian					2	1	2	2	1	6	22	16	15	10	7	5		1	90
Irish					2	9	4	10	7	4	20	16	13	15	13	17	8	3	141
Italian						4	10	14	10	10	46	30	10	8	11	7	3		163
Polish						2	3	2	6	4	4	3	2	1		2	1		30
Austrian							3	5	5	8	33	12	9	3	6	4			88
German					2	8	8	4	2	3	16	4	4	2			1		54
Russian						1	3	2	2	2	10	9	1	2		1	1		34
Portuguese															1				1
Russian										2	21	12	13	4	7	3	2		64
Scandinavian								1	1					1	1	1	1		6
Scotch						2	2			1	4	2		1	3	1	1		17
Other Slavs						1	3	6	3	1	6	5	1	1		3			30
All others							8	13	15	14	40	45	31	25	12	10	2		215
Total					35	72	165	151	158	138	645	424	314	206	166	216	93	36	[1] 2,819
Not reported						2	12	20	22	18	51	46	32	16	21	37	19	4	300
FEMALES.																			
American:																			
White					7	23	85	95	133	75	200	44	18	10	7	3			700
Austrian										5	7	3		3					18
Bohemian						1	1	3		1	2								8
Canadian									1	1	2		1						5
English							1				2			1					4
French									1										1
English						3	4	5	6	4	7	5	1	1		1			37
French							1	1			2				1	1			6
German					10	18	45	41	43	33	101	26	9	3	2				331
Hebrew:																			
Austrian							1								1				2
Other								1											1
Hungarian					1	1	3	5	5	1	13	4	5		1	1			40
Irish					1	5	6	9	9	8	26	9	6	4	3	3			89
Italian					1		2			1	1	5	1						11
Polish						1	12	9	5	8	10			1					46
Austrian						1	2	2	5	5	8								23
German					7	2	12	11	14	4	18								68
Russian						1	3	1	1	3	3								12
Russian					1				3	1	6		1						12
Scandinavian					1			1	2		2	2							8
Scotch								1			1	1							3
Other Slavs							2		3		2				1				8
All others							4	3	5	5	7	1	3	1	1				30
Total					29	56	184	188	236	155	420	100	45	24	17	9			[2] 1,463
Not reported					1		4	2	5	2	3	4							21

[1] Not including 300 for whom full reports were not received.
[2] Not including 52 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Continued.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
Colored	4	3	15	69	88	75	79	71	109	86	336	177	106	115	72	74	38	9	1,526
White	....	....	5	25	36	31	68	71	64	57	306	177	109	80	74	96	42	14	1,255
Austrian	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	1
Bohemian	....	....	....	....	....	....	....	1	....	....	1	1	....	....	....	....	....	....	3
Canadian	....	....	....	....	....	....	....	....	....	....	2	1	....	....	....	1	....	....	4
English	....	....	....	....	....	1	....	3	3	2	4	1	1	3	3	1	4	....	26
French	....	....	....	....	1	....	1	....	....	....	2	1	....	....	....	....	2	3	10
German	....	....	....	....	1	10	7	6	7	6	31	18	31	25	29	38	18	12	239
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	1
Russian	....	....	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	1
Hungarian	....	....	....	....	....	....	1	....	....	2	7	5	1	1	....	....	....	....	17
Irish	....	....	....	....	1	1	1	1	1	3	11	12	19	26	15	25	8	2	126
Italian	....	....	....	....	....	1	4	1	4	2	12	2	3	....	....	....	....	....	29
Polish	....	....	....	....	1	1	....	4	5	3	13	1	1	....	....	1	....	....	30
Austrian	....	....	....	....	....	3	....	1	....	....	....	....	2	....	1	1	....	....	8
German	....	....	....	....	2	6	6	1	....	....	....	....	....	....	....	....	....	....	15
Russian	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	1
Russian	....	....	....	....	....	....	1	....	....	....	1	....	....	....	....	....	....	....	2
Scandinavian	....	....	....	....	....	....	....	1	2	....	7	1	1	1	1	....	1	....	15
Scotch	....	....	....	....	....	1	....	....	....	....	....	1	....	2	....	....	....	....	4
Other Slavs	....	....	....	....	....	....	....	1	2	....	1	3	....	....	1	2	....	....	10
All others	....	....	....	....	....	....	1	2	1	5	20	17	7	9	6	4	2	1	75
Total	4	3	20	94	130	130	169	164	198	166	754	419	282	262	202	244	115	42	[1] 3,398
FEMALES.																			
American:																			
Colored	....	2	7	20	25	39	45	42	48	51	195	155	93	91	52	53	20	1	939
White	....	1	6	13	17	30	66	98	166	120	294	116	92	80	24	50	13	2	1,188
Austrian	....	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	1
Bohemian	....	....	....	....	....	1	4	3	4	....	....	1	....	2	1	....	1	....	17
Canadian	....	....	....	....	....	....	....	1	....	....	4	1	1	....	....	....	....	....	7
English	....	....	....	....	....	....	....	2	1	2	....	....	....	....	....	....	....	....	5
French	....	....	....	....	....	....	....	....	....	....	1	3	1	....	....	....	....	....	5
English	....	....	....	....	1	1	5	7	8	2	14	7	3	4	7	2	....	1	62
French	....	....	....	....	....	....	....	....	1	2	2	1	1	1	....	2	....	....	10
German	....	....	....	....	7	17	36	55	67	59	174	70	50	41	19	19	6	1	621
Hebrew:																			
Russian	....	....	....	....	....	....	....	....	1	....	....	....	....	....	....	....	....	....	1
Hungarian	....	....	....	....	....	....	2	1	6	4	10	7	2	5	....	....	....	....	37
Irish	....	....	....	....	4	9	18	18	28	25	98	83	71	67	35	32	8	2	498
Italian	....	....	....	....	2	5	3	5	3	5	10	5	2	....	....	....	....	....	40
Polish	....	....	....	....	3	7	7	19	27	34	32	8	6	1	2	....	....	....	146
Austrian	....	....	....	....	7	9	16	40	92	120	280	79	29	22	15	5	....	....	714
German	....	....	....	....	7	13	19	24	18	17	40	3	3	....	3	1	....	....	148
Russian	....	....	....	....	2	....	4	4	6	4	9	....	2	....	1	....	....	....	32
Portuguese	....	....	....	....	....	....	....	....	1	....	1	....	....	....	....	....	....	....	2
Russian	....	....	....	....	....	....	1	2	....	....	....	....	....	....	....	....	....	....	3
Scandinavian	....	....	....	....	1	1	2	7	2	5	18	12	6	4	6	2	1	....	67
Scotch	....	....	....	....	....	....	1	....	....	2	8	3	....	1	....	3	....	....	18
All others	....	....	....	....	....	....	1	....	1	1	2	1	2	....	1	2	....	....	11
Total	....	3	13	33	76	132	230	328	480	454	1,192	555	364	319	166	171	49	7	[2] 4,572

[1] Not including 122 for whom full reports were not received.
[2] Not including 146 for whom full reports were not received.

TABLE III.—NUMBER OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, BY RACE, FOR EACH INDUSTRY—Concluded.

WOOLEN AND WORSTED GOODS.

Sex and race.	10 yrs. and under.	11 yrs.	12 yrs.	13 yrs.	14 yrs.	15 yrs.	16 yrs.	17 yrs.	18 yrs.	19 yrs.	20 to 24 yrs.	25 to 29 yrs.	30 to 34 yrs.	35 to 39 yrs.	40 to 44 yrs.	45 to 54 yrs.	55 to 64 yrs.	65 yrs. and over.	Total.
MALES.																			
American:																			
White	....	....	3	10	43	87	112	81	89	101	376	358	253	190	125	194	105	25	2,152
Austrian	....	....	....	....	....	....	1	1	.....	2	15	9	3	3	2	4	2	.....	42
Bohemian	....	....	....	....	3	3	9	6	4	3	20	23	31	19	24	31	16	4	196
Canadian	....	....	....	....	1	1	1	2	2	....	6	8	5	....	4	5	....	.....	35
English	....	....	....	....	....	1	1	1	1	2	4	3	5	3	5	2	1	.....	29
French	....	....	....	....	2	7	5	5	6	8	21	32	24	19	11	13	11	5	169
English	....	....	....	....	8	11	12	8	11	8	48	41	48	58	64	85	52	14	468
French	....	....	....	....	....	1	2	1	1	1	6	8	4	8	9	28	7	.....	76
German	....	....	....	....	23	16	30	20	16	17	109	96	90	61	43	71	29	19	640
Hebrew:																			
Austrian	....	....	....	....	....	....	....	....	....	....	....	....	....	1	....	....	....	.....	1
Russian	....	....	....	....	1	....	....	....	....	....	3	2	1	3	1	....	....	.....	11
Other	....	....	....	....	....	2	....	....	....	....	....	....	1	1	....	....	....	1	5
Hungarian	....	....	....	....	9	7	19	12	18	14	100	107	70	51	26	29	7	.....	469
Irish	....	....	....	....	20	19	20	17	16	10	50	46	58	62	52	70	26	6	472
Italian	....	....	....	....	13	20	24	18	13	20	87	65	42	23	28	26	3	.....	382
Polish	....	....	....	....	9	13	23	18	11	8	44	31	17	14	13	12	1	2	216
Austrian	....	....	....	....	....	....	2	3	1	....	14	15	6	4	1	3	....	.....	49
German	....	....	....	....	....	....	....	....	....	....	....	....	....	2	1	2	....	1	6
Russian	....	....	....	....	3	5	2	2	.....	1	5	7	8	7	....	3	2	.....	45
Portuguese	....	....	....	....	5	6	2	3	2	1	5	4	2	2	2	5	2	.....	41
Russian	....	....	....	....	....	1	2	....	1	2	12	8	1	2	3	1	....	.....	33
Scandinavian	....	....	....	....	....	....	1	1	.....	....	4	2	7	10	7	9	1	.....	42
Scotch	....	....	....	....	1	3	1	1	1	1	6	6	5	7	6	19	5	1	63
Other Slavs	....	....	....	....	....	....	2	4	3	4	24	35	24	16	7	10	1	.....	130
All others	....	....	....	....	2	3	7	2	4	6	42	44	37	34	29	26	7	4	247
Total	....	....	3	10	143	206	278	206	200	209	1,001	950	742	600	463	648	278	82	[1] 6,019
Not reported	....	....	....	....	....	1	1	....	.....	....	1	1	4	2	1	6	2	.....	19
FEMALES.																			
American:																			
White	....	2	2	14	47	79	128	99	142	118	345	177	104	55	36	57	14	4	1,423
Austrian	....	....	....	....	....	1	3	1	3	2	2	....	1	1	....	....	....	.....	14
Bohemian	....	....	....	....	19	20	26	27	64	23	68	24	15	20	9	28	13	1	357
Canadian	....	....	....	....	....	....	....	1	1	1	8	5	2	2	3	3	....	.....	26
English	....	....	....	....	....	....	....	....	4	1	6	2	4	....	....	....	....	.....	17
French	....	....	....	....	1	9	5	20	12	5	32	7	5	5	1	3	1	.....	106
English	....	....	....	....	7	9	10	14	11	23	60	27	27	19	15	17	2	.....	241
French	....	....	....	....	....	1	....	....	4	2	5	4	3	3	9	10	2	.....	43
German	....	....	....	1	21	32	47	50	59	49	136	64	38	20	17	8	....	.....	542
Hebrew:																			
Austrian	....	....	....	....	....	1	....	....	.....	2	1	....	....	....	....	....	....	.....	4
Russian	....	....	....	....	....	....	1	....	2	....	1	....	....	....	....	....	....	.....	4
Other	....	....	....	....	....	....	1	....	1	....	....	....	....	....	....	....	....	.....	2
Hungarian	....	....	....	....	4	4	20	60	71	30	70	40	18	20	9	9	1	.....	356
Irish	....	....	....	....	7	26	32	23	30	20	97	58	39	42	44	38	5	3	464
Italian	....	....	....	....	15	22	61	50	50	29	79	35	20	18	12	11	1	.....	403
Polish	....	....	....	....	45	53	67	92	153	102	154	39	11	6	5	5	1	.....	733
Austrian	....	....	....	....	....	....	3	25	27	20	39	13	3	1	1	....	....	.....	132
German	....	....	....	....	1	1	3	3	1	....	3	1	....	....	....	....	....	.....	13
Russian	....	....	....	....	14	4	7	7	4	5	4	3	3	4	....	....	....	.....	55
Portuguese	....	....	....	....	....	2	13	8	13	4	17	15	2	8	3	1	....	.....	86
Russian	....	....	....	....	2	....	5	2	12	8	17	4	1	2	....	....	....	.....	53
Scandinavian	....	....	....	....	2	....	1	1	4	2	4	2	....	....	....	1	....	.....	17
Scotch	....	....	....	....	2	1	4	2	.....	4	12	3	4	4	....	6	3	.....	45
Other Slavs	....	....	....	....	1	....	14	53	53	22	22	20	13	6	2	....	....	.....	266
All others	....	....	....	....	4	10	14	9	6	11	22	18	11	1	3	5	....	.....	114
Total	....	2	2	15	192	275	465	547	727	483	1,204	561	324	237	169	202	43	8	[2] 5,456
Not reported	....	....	....	....	....	....	1	....	1	....	6	....	....	....	....	....	....	.....	8

[1] Not including 122 for whom full reports were not received.
[2] Not including 104 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex, age, and conjugal condition. The time covered is an actual week in the period December, 1908, to April, 1909, taken as generally representative of normal conditions.]

CANNING AND PRESERVING.

[Data for both males and females are for 8 establishments located as follows: New Jersey 1, Pennsylvania 3, Maryland 3, and Louisiana 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	26	.....	.....	26	100.00	.....	.....	100.00
16 years	20	.....	.....	20	100.00	.....	.....	100.00
17 years	17	.....	.....	17	100.00	.....	.....	100.00
18 years	20	.....	.....	20	100.00	.....	.....	100.00
19 years	11	2	.....	13	84.62	15.38	.....	100.00
20 years	20	3	.....	23	86.96	13.04	.....	100.00
21 years	22	2	.....	24	91.67	8.33	.....	100.00
22 years	17	5	.....	22	77.27	22.73	.....	100.00
23 years	7	4	.....	11	63.64	36.36	.....	100.00
24 years	7	8	.....	15	46.67	53.33	.....	100.00
25 to 29 years	37	49	1	87	42.53	56.32	1.15	100.00
30 to 34 years	27	49	.....	76	35.53	64.47	.....	100.00
35 to 39 years	10	54	2	66	15.15	81.82	3.03	100.00
40 to 44 years	5	38	2	45	11.11	84.45	4.44	100.00
45 to 54 years	6	59	9	74	8.11	79.73	12.16	100.00
55 to 64 years	4	26	3	33	12.12	78.79	9.09	100.00
65 years and over	.....	7	1	8	.....	87.50	12.50	100.00
Total	256	306	18	[1] 580	44.14	52.76	3.10	100.00
FEMALES.								
Under 16 years	78	.....	.....	78	100.00	.....	.....	100.00
16 years	98	.....	.....	98	100.00	.....	.....	100.00
17 years	107	.....	.....	107	100.00	.....	.....	100.00
18 years	83	2	.....	85	97.65	2.35	.....	100.00
19 years	67	2	.....	69	97.10	2.90	.....	100.00
20 years	65	3	.....	68	95.59	4.41	.....	100.00
21 years	45	6	.....	51	88.24	11.76	.....	100.00
22 years	35	8	.....	43	81.40	18.60	.....	100.00
23 years	18	5	.....	23	78.26	21.74	.....	100.00
24 years	12	6	.....	18	66.67	33.33	.....	100.00
25 to 29 years	42	35	5	82	51.22	42.68	6.10	100.00
30 to 34 years	12	32	5	49	24.49	65.31	10.20	100.00
35 to 39 years	6	33	9	48	12.50	68.75	18.75	100.00
40 to 44 years	2	28	5	35	5.71	80.00	14.29	100.00
45 to 54 years	1	35	13	49	2.04	71.43	26.53	100.00
55 to 64 years	.....	8	7	15	.....	53.33	46.67	100.00
65 years and over	.....	2	2	4	.....	50.00	50.00	100.00
Total	671	205	46	922	72.78	22.23	4.99	100.00

[1] Not including 2 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CANS AND BOXES, TIN.

[Data for both males and females are for 8 establishments located as follows: New York 1, Maryland 2, Louisiana 2, Illinois 2, and Michigan 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	95	.....	.....	95	100.00	.....	.....	100.00
16 years	66	.....	.....	66	100.00	.....	.....	100.00
17 years	68	.....	.....	68	100.00	.....	.....	100.00
18 years	67	.....	.....	67	100.00	.....	.....	100.00
19 years	57	1	.....	58	98.28	1.72	.....	100.00
20 years	46	2	.....	48	95.83	4.17	.....	100.00
21 years	34	2	.....	36	94.44	5.56	.....	100.00
22 years	31	10	.....	41	75.61	24.39	.....	100.00
23 years	30	9	.....	39	76.92	23.08	.....	100.00
24 years	21	15	.....	36	58.33	41.67	.....	100.00
25 to 29 years	68	75	1	144	47.22	52.08	0.70	100.00
30 to 34 years	23	66	1	90	25.56	73.33	1.11	100.00
35 to 39 years	12	56	1	69	17.39	81.16	1.45	100.00
40 to 44 years	13	43	2	58	22.41	74.14	3.45	100.00
45 to 54 years	7	53	7	67	10.45	79.10	10.45	100.00
55 to 64 years	2	24	4	30	6.67	80.00	13.33	100.00
65 years and over	.....	1	.....	1	.....	100.00	.....	100.00
Total	640	357	16	[1] 1,013	63.18	35.24	1.58	100.00
FEMALES.								
Under 16 years	34	.....	.....	34	100.00	.....	.....	100.00
16 years	25	.....	.....	25	100.00	.....	.....	100.00
17 years	41	.....	.....	41	100.00	.....	.....	100.00
18 years	47	1	.....	48	97.92	2.08	.....	100.00
19 years	37	.....	.....	37	100.00	.....	.....	100.00
20 years	33	2	1	36	91.67	5.55	2.78	100.00
21 years	26	4	1	31	83.87	12.90	3.23	100.00
22 years	21	3	1	25	84.00	12.00	4.00	100.00
23 years	10	5	1	16	62.50	31.25	6.25	100.00
24 years	8	3	.....	11	72.73	27.27	.....	100.00
25 to 29 years	14	2	2	18	77.78	11.11	11.11	100.00
30 to 34 years	7	7	4	18	38.89	38.89	22.22	100.00
35 to 39 years	4	1	4	9	44.45	11.11	44.44	100.00
40 to 44 years	3	.....	2	5	60.00	.....	40.00	100.00
45 to 54 years	.....	3	1	4	.....	75.00	25.00	100.00
55 to 64 years	.....	.....	.....	.....	.....	.....	.....	.....
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	310	31	17	[2] 358	86.59	8.66	4.75	100.00

[1] Not including 6 for whom full reports were not received.
[2] Not including 1 for whom full report was not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CIGAR BOXES.

[Data for both males and females are for 14 establishments located as follows: Massachusetts 2, Pennsylvania 1, Maryland 3, Florida 2, Louisiana 2, Ohio 2, Michigan 1, and Wisconsin 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	42	.....	.....	42	100.00	.....	.....	100.00
16 years	17	.....	.....	17	100.00	.....	.....	100.00
17 years	20	.....	.....	20	100.00	.....	.....	100.00
18 years	25	.....	.....	25	100.00	.....	.....	100.00
19 years	14	1	.....	15	93.33	6.67	.....	100.00
20 years	16	3	.....	19	84.21	15.79	.....	100.00
21 years	12	3	1	16	75.00	18.75	6.25	100.00
22 years	5	2	.....	7	71.43	28.57	.....	100.00
23 years	13	8	.....	21	61.90	38.10	.....	100.00
24 years	7	6	1	14	50.00	42.86	7.14	100.00
25 to 29 years	23	37	1	61	37.70	60.66	1.64	100.00
30 to 34 years	11	19	3	33	33.33	57.58	9.09	100.00
35 to 39 years	8	16	1	25	32.00	64.00	4.00	100.00
40 to 44 years	4	19	1	24	16.67	79.17	4.16	100.00
45 to 54 years	4	18	1	23	17.39	78.26	4.35	100.00
55 to 64 years	1	4	1	6	16.67	66.66	16.67	100.00
65 years and over	.....	1	1	2	.....	50.00	50.00	100.00
Total	222	137	11	[1] 370	60.00	37.03	2.97	100.00
FEMALES.								
Under 16 years	47	.....	.....	47	100.00	.....	.....	100.00
16 years	60	.....	.....	60	100.00	.....	.....	100.00
17 years	45	2	.....	47	95.74	4.26	.....	100.00
18 years	36	1	.....	37	97.30	2.70	.....	100.00
19 years	31	2	2	35	88.57	5.72	5.71	100.00
20 years	32	2	.....	34	94.12	5.88	.....	100.00
21 years	39	3	1	43	90.70	6.98	2.32	100.00
22 years	31	1	.....	32	96.88	3.12	.....	100.00
23 years	24	4	.....	28	85.71	14.29	.....	100.00
24 years	16	.....	.....	16	100.00	.....	.....	100.00
25 to 29 years	42	6	4	52	80.77	11.54	7.69	100.00
30 to 34 years	17	5	2	24	70.83	20.83	8.34	100.00
35 to 39 years	13	2	3	18	72.22	11.11	16.67	100.00
40 to 44 years	5	5	3	13	38.46	38.46	23.08	100.00
45 to 54 years	6	4	1	11	54.55	36.36	9.09	100.00
55 to 64 years	1	.....	.....	1	100.00	.....	.....	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	445	37	16	[2] 498	89.36	7.43	3.21	100.00

[1] Not including 3 for whom full reports were not received.
[2] Not including 8 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CIGARETTES.

[Data for both males and females are for 6 establishments located as follows: Massachusetts 3, New York 1, North Carolina 1, and Louisiana 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	31	.....	.....	31	100.00	.....	.....	100.00
16 years	15	.....	.....	15	100.00	.....	.....	100.00
17 years	14	.....	.....	14	100.00	.....	.....	100.00
18 years	16	.....	.....	16	100.00	.....	.....	100.00
19 years	22	1	.....	23	95.65	4.35	.....	100.00
20 years	23	3	.....	26	88.46	11.54	.....	100.00
21 years	17	5	.....	22	77.27	22.73	.....	100.00
22 years	21	4	.....	25	84.00	16.00	.....	100.00
23 years	16	10	1	27	59.26	37.04	3.70	100.00
24 years	13	10	2	25	52.00	40.00	8.00	100.00
25 to 29 years	32	56	2	90	35.56	62.22	2.22	100.00
30 to 34 years	16	37	1	54	29.63	68.52	1.85	100.00
35 to 39 years	24	35	.....	59	40.68	59.32	.....	100.00
40 to 44 years	6	27	.....	33	18.18	81.82	.....	100.00
45 to 54 years	5	31	2	38	13.16	81.58	5.26	100.00
55 to 64 years	1	14	3	18	5.55	77.78	16.67	100.00
65 years and over	1	3	1	5	20.00	60.00	20.00	100.00
Total	273	236	12	[1] 521	52.40	45.30	2.30	100.00
FEMALES.								
Under 16 years	72	.....	.....	72	100.00	.....	.....	100.00
16 years	102	1	.....	103	99.03	0.97	.....	100.00
17 years	174	2	.....	176	98.86	1.14	.....	100.00
18 years	157	3	.....	160	98.12	1.87	.....	100.00
19 years	138	12	1	151	91.39	7.95	0.66	100.00
20 years	106	5	.....	111	95.50	4.50	.....	100.00
21 years	95	3	.....	98	96.94	3.06	.....	100.00
22 years	74	6	1	81	91.36	7.41	1.23	100.00
23 years	43	12	2	57	75.44	21.05	3.51	100.00
24 years	39	5	2	46	84.78	10.87	4.35	100.00
25 to 29 years	116	31	10	157	73.89	19.74	6.37	100.00
30 to 34 years	58	16	15	89	65.17	17.98	16.85	100.00
35 to 39 years	32	10	10	52	61.54	19.23	19.23	100.00
40 to 44 years	17	2	8	27	62.96	7.41	29.63	100.00
45 to 54 years	12	3	15	30	40.00	10.00	50.00	100.00
55 to 64 years	4	1	10	15	26.67	6.67	66.66	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,239	112	74	[2] 1,425	86.95	7.86	5.19	100.00

[1] Not including 1 for whom full report was not received.
[2] Not including 4 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CIGARS.

[Data for males are for 53 establishments located as follows: Maine 2, Massachusetts 3, Rhode Island 2, Connecticut 2, New York 2, New Jersey 3, Pennsylvania 7, Maryland 4, North Carolina 1, Florida 12, Louisiana 2, Ohio 8, Illinois 3, Indiana 1, and Michigan 1. Data for females are for 57 establishments located as follows: Maine 2, Massachusetts 3, Rhode Island 2, Connecticut 2, New York 2, New Jersey 3, Pennsylvania 8, Maryland 4, North Carolina 1, Florida 12, Louisiana 2, Ohio 9, Illinois 3, Indiana 3, and Michigan 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	106	.....	.....	106	100.00	.....	.....	100.00
16 years	113	.....	.....	113	100.00	.....	.....	100.00
17 years	150	1	.....	151	99.34	0.66	.....	100.00
18 years	172	3	.....	175	98.29	1.71	.....	100.00
19 years	168	5	.....	173	97.11	2.89	.....	100.00
20 years	183	20	1	204	89.71	9.80	0.49	100.00
21 years	140	48	1	189	74.07	25.40	.53	100.00
22 years	136	63	3	202	67.33	31.19	1.48	100.00
23 years	137	85	1	223	61.43	38.12	.45	100.00
24 years	104	86	.....	190	54.74	45.26	.....	100.00
25 to 29 years	311	507	5	823	37.79	61.60	.61	100.00
30 to 34 years	122	535	10	667	18.29	80.21	1.50	100.00
35 to 39 years	85	443	10	538	15.80	82.34	1.86	100.00
40 to 44 years	41	316	23	380	10.79	83.16	6.05	100.00
45 to 54 years	60	413	32	505	11.88	81.78	6.34	100.00
55 to 64 years	14	138	20	172	8.14	80.23	11.63	100.00
65 years and over	5	28	16	49	10.21	57.14	32.65	100.00
Total	2,047	2,691	122	[1] 4,860	42.12	55.37	2.51	100.00
FEMALES.								
Under 16 years	873	2	.....	875	99.77	0.23	.....	100.00
16 years	940	8	.....	948	99.16	.84	.....	100.00
17 years	962	15	1	978	98.37	1.53	0.10	100.00
18 years	1,060	46	4	1,110	95.50	4.14	.36	100.00
19 years	812	66	5	883	91.96	7.47	.57	100.00
20 years	702	97	10	809	86.77	11.99	1.24	100.00
21 years	415	72	3	490	84.70	14.69	.61	100.00
22 years	343	80	8	431	79.58	18.56	1.86	100.00
23 years	233	70	11	314	74.21	22.29	3.50	100.00
24 years	169	78	10	257	65.76	30.35	3.89	100.00
25 to 29 years	403	301	57	761	52.96	39.55	7.49	100.00
30 to 34 years	91	178	52	321	28.35	55.45	16.20	100.00
35 to 39 years	47	134	65	246	19.11	54.47	26.42	100.00
40 to 44 years	19	114	50	183	10.38	62.30	27.32	100.00
45 to 54 years	21	99	93	213	9.86	46.48	43.66	100.00
55 to 64 years	6	12	36	54	11.11	22.22	66.67	100.00
65 years and over	1	2	7	10	10.00	20.00	70.00	100.00
Total	7,097	1,374	412	[2] 8,883	79.89	15.47	4.64	100.00

[1] Not including 55 for whom full reports were not received.
[2] Not including 760 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CLOCKS AND WATCHES.

[Data for both males and females are for 5 establishments located as follows: Connecticut 3, Illinois 1, and Indiana 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	53	.....	.....	53	100.00	.....	.....	100.00
16 years	58	.....	.....	58	100.00	.....	.....	100.00
17 years	55	.....	1	56	98.21	.....	1.79	100.00
18 years	86	1	.....	87	98.85	1.15	.....	100.00
19 years	63	3	.....	66	95.45	4.55	.....	100.00
20 years	51	5	.....	56	91.07	8.93	.....	100.00
21 years	78	6	.....	84	92.86	7.14	.....	100.00
22 years	51	13	1	65	78.46	20.00	1.54	100.00
23 years	53	16	.....	69	76.81	23.19	.....	100.00
24 years	57	32	1	90	63.33	35.56	1.11	100.00
25 to 29 years	120	133	2	255	47.06	52.16	.78	100.00
30 to 34 years	74	127	1	202	36.63	62.87	.50	100.00
35 to 39 years	50	128	3	181	27.62	70.72	1.66	100.00
40 to 44 years	30	134	7	171	17.55	78.36	4.09	100.00
45 to 54 years	31	232	9	272	11.40	85.29	3.31	100.00
55 to 64 years	8	110	13	131	6.11	83.97	9.92	100.00
65 years and over	.....	33	10	43	.....	76.74	23.26	100.00
Total	918	973	48	[1] 1,939	47.34	50.18	2.48	100.00
FEMALES.								
Under 16 years	19	.....	.....	19	100.00	.....	.....	100.00
16 years	57	.....	.....	57	100.00	.....	.....	100.00
17 years	60	.....	.....	60	100.00	.....	.....	100.00
18 years	92	3	1	96	95.83	3.13	1.04	100.00
19 years	68	1	1	70	97.14	1.43	1.43	100.00
20 years	79	3	.....	82	96.34	3.66	.....	100.00
21 years	59	4	1	64	92.19	6.25	1.56	100.00
22 years	48	3	.....	51	94.12	5.88	.....	100.00
23 years	44	2	1	47	93.62	4.25	2.13	100.00
24 years	32	6	1	39	82.05	15.39	2.56	100.00
25 to 29 years	111	14	5	130	85.38	10.77	3.85	100.00
30 to 34 years	39	8	4	51	76.47	15.69	7.84	100.00
35 to 39 years	31	5	5	41	75.61	12.20	12.19	100.00
40 to 44 years	9	5	2	16	56.25	31.25	12.50	100.00
45 to 54 years	16	2	7	25	64.00	8.00	28.00	100.00
55 to 64 years	2	.....	.....	2	100.00	.....	.....	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	766	56	28	[2] 850	90.12	6.59	3.29	100.00

[1] Not including 39 for whom full reports were not received.
[2] Not including 21 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CONFECTIONERY.

[Data for males are for 45 establishments located as follows: Maine 3, Massachusetts 9, Rhode Island 1, New York 5, New Jersey 1, Pennsylvania 4, Maryland 3, Georgia 3, Louisiana 1, Ohio 6, Illinois 3, Indiana 3, and Wisconsin 3. Data for females are for 47 establishments located as follows: Maine 3, Massachusetts 10, Rhode Island 1, New York 5, New Jersey 1, Pennsylvania 4, Maryland 3, Georgia 3, Louisiana 1, Ohio 6, Illinois 3, Indiana 3, and Wisconsin 4.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	89	.....	.....	89	100.00	.....	.....	100.00
16 years	71	.....	.....	71	100.00	.....	.....	100.00
17 years	86	.....	.....	86	100.00	.....	.....	100.00
18 years	99	1	.....	100	99.00	1.00	.....	100.00
19 years	87	.....	.....	87	100.00	.....	.....	100.00
20 years	70	3	.....	73	95.89	4.11	.....	100.00
21 years	97	11	.....	108	89.81	10.19	.....	100.00
22 years	51	13	.....	64	79.69	20.31	.....	100.00
23 years	56	20	1	77	72.73	25.97	1.30	100.00
24 years	35	21	1	57	61.40	36.84	1.76	100.00
25 to 29 years	108	141	4	253	42.69	55.73	1.58	100.00
30 to 34 years	54	149	3	206	26.21	72.33	1.46	100.00
35 to 39 years	29	118	9	156	18.59	75.64	5.77	100.00
40 to 44 years	13	90	6	109	11.93	82.57	5.50	100.00
45 to 54 years	11	103	4	118	9.32	87.29	3.39	100.00
55 to 64 years	1	37	10	48	2.08	77.09	20.83	100.00
65 years and over	.....	7	1	8	.....	87.50	12.50	100.00
Total	957	714	39	[1] 1,710	55.97	41.75	2.28	100.00
FEMALES.								
Under 16 years	565	.....	.....	565	100.00	.....	.....	100.00
16 years	497	1	.....	498	99.80	0.20	.....	100.00
17 years	506	2	.....	508	99.61	.39	.....	100.00
18 years	402	5	.....	407	98.77	1.23	.....	100.00
19 years	261	16	2	279	93.55	5.73	0.72	100.00
20 years	213	16	2	231	92.21	6.93	.86	100.00
21 years	148	13	2	163	90.80	7.97	1.23	100.00
22 years	124	20	.....	144	86.11	13.89	.....	100.00
23 years	116	18	3	137	84.67	13.14	2.19	100.00
24 years	67	7	.....	74	90.54	9.46	.....	100.00
25 to 29 years	175	58	17	250	70.00	23.20	6.80	100.00
30 to 34 years	52	35	22	109	47.71	32.11	20.18	100.00
35 to 39 years	40	31	23	94	42.55	32.98	24.47	100.00
40 to 44 years	10	14	17	41	24.39	34.15	41.46	100.00
45 to 54 years	11	5	16	32	34.38	15.62	50.00	100.00
55 to 64 years	1	.....	2	3	33.33	.....	66.67	100.00
65 years and over	.....	.....	1	1	.....	.....	100.00	100.00
Total	3,188	241	107	[2] 3,536	90.16	6.81	3.03	100.00

[1] Not including 168 for whom full reports were not received.
[2] Not including 97 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CORE MAKERS.

[Data for males are for 3 establishments located as follows: Illinois 2, and Indiana 1. Data for females are for 7 establishments located as follows: Pennsylvania 4, Illinois 2, and Indiana 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	3	.....	.....	3	100.00	.....	.....	100.00
16 years	2	.....	.....	2	100.00	.....	.....	100.00
17 years	2	.....	.....	2	100.00	.....	.....	100.00
18 years	4	.....	.....	4	100.00	.....	.....	100.00
19 years	2	2	.....	4	50.00	50.00	.....	100.00
20 years	6	.....	.....	6	100.00	.....	.....	100.00
21 years	3	1	.....	4	75.00	25.00	.....	100.00
22 years	3	.....	.....	3	100.00	.....	.....	100.00
23 years	1	2	.....	3	33.33	66.67	.....	100.00
24 years	.....	1	.....	1	.....	100.00	.....	100.00
25 to 29 years	2	5	.....	7	28.57	71.43	.....	100.00
30 to 34 years	4	3	.....	7	57.14	42.86	.....	100.00
35 to 39 years	1	6	.....	7	14.29	85.71	.....	100.00
40 to 44 years	.....	2	.....	2	.....	100.00	.....	100.00
45 to 54 years	.....	6	.....	6	.....	100.00	.....	100.00
55 to 64 years	.....	.....	.....	.....	.....	.....	.....	.....
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	33	28	.....	[1] 61	54.10	45.90	.....	100.00
FEMALES.								
Under 16 years	.....	.....	.....	.....	.....	.....	.....	.....
16 years	22	.....	.....	22	100.00	.....	.....	100.00
17 years	42	1	.....	43	97.67	2.33	.....	100.00
18 years	55	4	.....	59	93.22	6.78	.....	100.00
19 years	72	3	1	76	94.74	3.95	1.31	100.00
20 years	56	4	.....	60	93.33	6.67	.....	100.00
21 years	22	2	.....	24	91.67	8.33	.....	100.00
22 years	30	3	.....	33	90.91	9.09	.....	100.00
23 years	8	2	.....	10	80.00	20.00	.....	100.00
24 years	10	1	1	12	83.34	8.33	8.33	100.00
25 to 29 years	21	6	1	28	75.00	21.43	3.57	100.00
30 to 34 years	2	1	1	4	50.00	25.00	25.00	100.00
35 to 39 years	1	1	1	3	33.33	33.33	33.34	100.00
40 to 44 years	1	1	.....	2	50.00	50.00	.....	100.00
45 to 54 years	.....	.....	.....	.....	.....	.....	.....	.....
55 to 64 years	.....	.....	1	1	.....	.....	100.00	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	342	29	6	[2] 377	90.72	7.69	1.59	100.00

[1] Not including 14 for whom full reports were not received.
[2] Not including 9 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CORSETS.

[Data for both males and females are for 9 establishments located as follows: Connecticut 6, New Jersey 1, Illinois 1, and Michigan 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	11	.....	.....	11	100.00	.....	.....	100.00
16 years	28	.....	.....	28	100.00	.....	.....	100.00
17 years	17	.....	.....	17	100.00	.....	.....	100.00
18 years	18	.....	.....	18	100.00	.....	.....	100.00
19 years	24	.....	.....	24	100.00	.....	.....	100.00
20 years	17	.....	.....	17	100.00	.....	.....	100.00
21 years	20	7	.....	27	74.07	25.93	.....	100.00
22 years	23	7	.....	30	76.67	23.33	.....	100.00
23 years	17	7	.....	24	70.83	29.17	.....	100.00
24 years	13	11	.....	24	54.17	45.83	.....	100.00
25 to 29 years	50	51	1	102	49.02	50.00	0.98	100.00
30 to 34 years	16	53	1	70	22.86	75.71	1.43	100.00
35 to 39 years	11	55	1	67	16.42	82.09	1.49	100.00
40 to 44 years	4	47	2	53	7.55	88.68	3.77	100.00
45 to 54 years	6	52	4	62	9.68	83.87	6.45	100.00
55 to 64 years	2	13	2	17	11.76	76.48	11.76	100.00
65 years and over	.....	3	.....	3	.....	100.00	.....	100.00
Total	277	306	11	[1] 594	46.63	51.52	1.85	100.00
FEMALES.								
Under 16 years	321	.....	.....	321	100.00	.....	.....	100.00
16 years	306	.....	.....	306	100.00	.....	.....	100.00
17 years	321	5	.....	326	98.47	1.53	.....	100.00
18 years	329	9	.....	338	97.34	2.66	.....	100.00
19 years	272	21	.....	293	92.83	7.17	.....	100.00
20 years	240	23	2	265	90.57	8.68	0.75	100.00
21 years	182	21	2	205	88.78	10.24	.98	100.00
22 years	133	19	3	155	85.80	12.26	1.94	100.00
23 years	139	27	.....	166	83.73	16.27	.....	100.00
24 years	100	27	1	128	78.13	21.09	.78	100.00
25 to 29 years	277	125	29	431	64.27	29.00	6.73	100.00
30 to 34 years	145	94	29	268	54.10	35.08	10.82	100.00
35 to 39 years	122	92	33	247	49.39	37.25	13.36	100.00
40 to 44 years	66	59	42	167	39.52	35.33	25.15	100.00
45 to 54 years	83	70	56	209	39.71	33.49	26.80	100.00
55 to 64 years	17	9	30	56	30.36	16.07	53.57	100.00
65 years and over	2	2	6	10	20.00	20.00	60.00	100.00
Total	3,055	603	233	[2] 3,891	78.51	15.50	5.99	100.00

[1] Not including 33 for whom full reports were not received.
[2] Not including 74 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

CRACKERS AND BISCUITS.

[Data for males are for 31 establishments located as follows: Maine 1, Massachusetts 4, New York 3, Pennsylvania 7, Maryland 1, Georgia 1, Louisiana 3, Ohio 5, Illinois 3, and Indiana 3. Data for females are for 32 establishments located as follows: Maine 1, Massachusetts 4, New York 3, Pennsylvania 7, Maryland 1, Georgia 2, Louisiana 3, Ohio 5, Illinois 3, and Indiana 3.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	57	.....	.....	57	100.00	.....	.....	100.00
16 years	50	.....	.....	50	100.00	.....	.....	100.00
17 years	66	.....	.....	66	100.00	.....	.....	100.00
18 years	70	.....	.....	70	100.00	.....	.....	100.00
19 years	58	3	.....	61	95.08	4.92	.....	100.00
20 years	60	3	.....	63	95.24	4.76	.....	100.00
21 years	62	13	.....	75	82.67	17.33	.....	100.00
22 years	43	9	.....	52	82.69	17.31	.....	100.00
23 years	51	15	.....	66	77.27	22.73	.....	100.00
24 years	30	22	1	53	56.60	41.51	1.89	100.00
25 to 29 years	117	137	.....	254	46.06	53.94	.....	100.00
30 to 34 years	44	106	2	152	28.95	69.74	1.31	100.00
35 to 39 years	32	85	2	119	26.89	71.43	1.68	100.00
40 to 44 years	22	91	5	118	18.64	77.12	4.24	100.00
45 to 54 years	25	77	9	111	22.52	69.37	8.11	100.00
55 to 64 years	6	31	10	47	12.76	65.96	21.28	100.00
65 years and over	.....	5	3	8	.....	62.50	37.50	100.00
Total	793	597	32	[1] 1,422	55.77	41.98	2.25	100.00
FEMALES.								
Under 16 years	240	1	.....	241	99.59	0.41	.....	100.00
16 years	271	.....	.....	271	100.00	.....	.....	100.00
17 years	288	.....	.....	288	100.00	.....	.....	100.00
18 years	284	2	.....	286	99.30	.70	.....	100.00
19 years	197	1	1	199	99.00	.50	0.50	100.00
20 years	160	6	.....	166	96.39	3.61	.....	100.00
21 years	124	5	.....	129	96.12	3.88	.....	100.00
22 years	84	8	.....	92	91.30	8.70	.....	100.00
23 years	63	2	2	67	94.03	2.99	2.98	100.00
24 years	51	5	2	58	87.93	8.62	3.45	100.00
25 to 29 years	114	22	16	152	75.00	14.47	10.53	100.00
30 to 34 years	42	11	8	61	68.85	18.03	13.12	100.00
35 to 39 years	25	3	7	35	71.43	8.57	20.00	100.00
40 to 44 years	9	4	6	19	47.37	21.05	31.58	100.00
45 to 54 years	3	4	11	18	16.67	22.22	61.11	100.00
55 to 64 years	1	2	6	9	11.11	22.22	66.67	100.00
65 years and over	.....	1	1	2	.....	50.00	50.00	100.00
Total	1,956	77	60	[2] 2,093	93.45	3.68	2.87	100.00

[1] Not including 117 for whom full reports were not received.
[2] Not including 78 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

HARDWARE AND METAL SPECIALTIES.

[Data for both males and females are for 7 establishments located in Connecticut.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	72	.....	.....	72	100.00	.....	.....	100.00
16 years	70	.....	.....	70	100.00	.....	.....	100.00
17 years	70	.....	.....	70	100.00	.....	.....	100.00
18 years	95	3	.....	98	96.94	3.06	.....	100.00
19 years	129	1	.....	130	99.23	.77	.....	100.00
20 years	125	8	.....	133	93.98	6.02	.....	100.00
21 years	123	14	.....	137	89.78	10.22	.....	100.00
22 years	102	27	.....	129	79.07	20.93	.....	100.00
23 years	67	53	1	121	55.37	43.80	0.83	100.00
24 years	67	50	.....	117	57.26	42.74	.....	100.00
25 to 29 years	208	359	1	568	36.62	63.20	.18	100.00
30 to 34 years	95	356	4	455	20.88	78.24	.88	100.00
35 to 39 years	46	331	5	382	12.04	86.65	1.31	100.00
40 to 44 years	21	194	4	219	9.59	88.58	1.83	100.00
45 to 54 years	24	236	12	272	8.82	86.77	4.41	100.00
55 to 64 years	4	70	18	92	4.35	76.09	19.56	100.00
65 years and over	1	22	3	26	3.85	84.61	11.54	100.00
Total	1,319	1,724	48	[1] 3,091	42.67	55.78	1.55	100.00
FEMALES.								
Under 16 years	68	.....	.....	68	100.00	.....	.....	100.00
16 years	75	.....	1	76	98.68	.....	1.32	100.00
17 years	122	3	.....	125	97.60	2.40	.....	100.00
18 years	157	8	.....	165	95.15	4.85	.....	100.00
19 years	95	19	.....	114	83.33	16.67	.....	100.00
20 years	106	22	.....	128	82.81	17.19	.....	100.00
21 years	55	5	.....	60	91.67	8.33	.....	100.00
22 years	29	16	.....	45	64.44	35.56	.....	100.00
23 years	22	6	1	29	75.86	20.69	3.45	100.00
24 years	21	9	2	32	65.63	28.12	6.25	100.00
25 to 29 years	67	37	5	109	61.47	33.94	4.59	100.00
30 to 34 years	29	17	4	50	58.00	34.00	8.00	100.00
35 to 39 years	11	24	10	45	24.45	53.33	22.22	100.00
40 to 44 years	9	9	2	20	45.00	45.00	10.00	100.00
45 to 54 years	6	2	3	11	54.55	18.18	27.27	100.00
55 to 64 years	1	1	2	4	25.00	25.00	50.00	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	873	178	30	[2] 1,081	80.76	16.47	2.77	100.00

[1] Not including 49 for whom full reports were not received.
[2] Not including 6 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

HOSIERY AND KNIT GOODS.

[Data for males are for 58 establishments located as follows: Maine 2, Massachusetts 5, Rhode Island 6, Connecticut 4, New York 6, New Jersey 3, Pennsylvania 5, North Carolina 3, Georgia 8, Louisiana 1, Ohio 6, Illinois 4, Indiana 3, Michigan 1, and Wisconsin 1. Data for females are for 65 establishments located as follows: Maine 2, Massachusetts 7, Rhode Island 7, Connecticut 4, New York 7, New Jersey 3, Pennsylvania 5, North Carolina 3, Georgia 7, Louisiana 1, Ohio 6, Illinois 4, Indiana 3, Michigan 3, and Wisconsin 3.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	339	.....	.....	339	100.00	.....	.....	100.00
16 years	165	.....	.....	165	100.00	.....	.....	100.00
17 years	149	.....	.....	149	100.00	.....	.....	100.00
18 years	163	4	.....	167	97.60	2.40	.....	100.00
19 years	141	8	.....	149	94.63	5.37	.....	100.00
20 years	119	16	.....	135	88.15	11.85	.....	100.00
21 years	99	28	.....	127	77.95	22.05	.....	100.00
22 years	63	26	1	90	70.00	28.89	1.11	100.00
23 years	63	40	1	104	60.58	38.46	.96	100.00
24 years	54	54	.....	108	50.00	50.00	.....	100.00
25 to 29 years	170	242	7	419	40.57	57.76	1.67	100.00
30 to 34 years	64	195	9	268	23.88	72.76	3.36	100.00
35 to 39 years	43	172	7	222	19.37	17.48	3.15	100.00
40 to 44 years	17	142	7	166	10.24	85.54	4.22	100.00
45 to 54 years	20	164	16	200	10.00	82.00	8.00	100.00
55 to 64 years	2	70	11	83	2.41	84.34	13.25	100.00
65 years and over	1	14	5	20	5.00	70.00	25.00	100.00
Total	1,672	1,175	64	[1] 2,911	57.44	40.36	2.20	100.00
FEMALES.								
Under 16 years	1,083	.....	.....	1,083	100.00	.....	.....	100.00
16 years	980	1	.....	981	99.90	0.10	.....	100.00
17 years	965	8	1	974	99.08	.82	0.10	100.00
18 years	984	20	1	1,005	97.91	1.99	.10	100.00
19 years	835	39	2	876	95.32	4.45	.23	100.00
20 years	745	44	4	793	93.95	5.55	.50	100.00
21 years	617	47	7	671	91.95	7.01	1.04	100.00
22 years	518	53	6	577	89.77	9.19	1.04	100.00
23 years	418	42	6	466	89.70	9.01	1.29	100.00
24 years	338	49	13	400	84.50	12.25	3.25	100.00
25 to 29 years	873	241	46	1,160	75.26	20.78	3.96	100.00
30 to 34 years	308	151	59	518	59.46	29.15	11.39	100.00
35 to 39 years	147	110	70	327	44.95	33.64	21.41	100.00
40 to 44 years	95	84	64	243	39.09	34.57	26.34	100.00
45 to 54 years	65	60	85	210	30.95	28.57	40.48	100.00
55 to 64 years	13	11	35	59	22.03	18.65	59.32	100.00
65 years and over	1	3	4	8	12.50	37.50	50.00	100.00
Total	8,985	963	403	[2] 10,351	86.80	9.31	3.89	100.00

[1] Not including 100 for whom full reports were not received.
[2] Not including 469 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

JEWELRY.

[Data for both males and females are for 5 establishments located in Rhode Island.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	10	.....	.....	10	100.00	.....	.....	100.00
16 years	22	.....	.....	22	100.00	.....	.....	100.00
17 years	22	.....	.....	22	100.00	.....	.....	100.00
18 years	27	.....	.....	27	100.00	.....	.....	100.00
19 years	11	1	.....	12	91.67	8.33	.....	100.00
20 years	24	1	.....	25	96.00	4.00	.....	100.00
21 years	16	3	.....	19	84.21	15.79	.....	100.00
22 years	10	.....	.....	10	100.00	.....	.....	100.00
23 years	4	4	.....	8	50.00	50.00	.....	100.00
24 years	7	6	.....	13	53.85	46.15	.....	100.00
25 to 29 years	18	21	.....	39	46.15	53.85	.....	100.00
30 to 34 years	6	16	1	23	26.09	69.56	4.35	100.00
35 to 39 years	4	15	1	20	20.00	75.00	5.00	100.00
40 to 44 years	1	10	.....	11	9.09	90.91	.....	100.00
45 to 54 years	2	15	1	18	11.11	83.33	5.56	100.00
55 to 64 years	1	6	2	9	11.11	66.67	22.22	100.00
65 years and over	.....	2	1	3	.....	66.67	33.33	100.00
Total	185	100	6	291	63.57	34.37	2.06	100.00
FEMALES.								
Under 16 years	18	.....	.....	18	100.00	.....	.....	100.00
16 years	21	.....	.....	21	100.00	.....	.....	100.00
17 years	15	.....	.....	15	100.00	.....	.....	100.00
18 years	9	1	.....	10	90.00	10.00	.....	100.00
19 years	20	.....	.....	20	100.00	.....	.....	100.00
20 years	10	1	.....	11	90.91	9.09	.....	100.00
21 years	16	.....	.....	16	100.00	.....	.....	100.00
22 years	8	.....	.....	8	100.00	.....	.....	100.00
23 years	8	1	.....	9	88.89	11.11	.....	100.00
24 years	8	.....	1	9	88.89	.....	11.11	100.00
25 to 29 years	19	1	.....	20	95.00	5.00	.....	100.00
30 to 34 years	13	3	.....	16	81.25	18.75	.....	100.00
35 to 39 years	6	2	.....	8	75.00	25.00	.....	100.00
40 to 44 years	1	.....	.....	1	100.00	.....	.....	100.00
45 to 54 years	.....	.....	1	1	.....	.....	100.00	100.00
55 to 64 years	.....	.....	.....	.....	.....	.....	.....	.....
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	172	9	2	[1] 183	93.99	4.92	1.09	100.00

[1] Not including 7 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

NEEDLES AND PINS.

[Data for both males and females are for 3 establishments located in Connecticut.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	30	.....	.....	30	100.00	.....	.....	100.00
16 years	23	.....	.....	23	100.00	.....	.....	100.00
17 years	22	.....	.....	22	100.00	.....	.....	100.00
18 years	32	1	.....	33	96.97	3.03	.....	100.00
19 years	35	1	.....	36	97.22	2.78	.....	100.00
20 years	28	2	.....	30	93.33	6.67	.....	100.00
21 years	26	4	.....	30	86.67	13.33	.....	100.00
22 years	27	6	.....	33	81.82	18.18	.....	100.00
23 years	22	9	.....	31	70.97	29.03	.....	100.00
24 years	17	9	.....	26	65.38	34.62	.....	100.00
25 to 29 years	40	78	1	119	33.61	65.55	0.84	100.00
30 to 34 years	31	82	4	117	26.50	70.08	3.42	100.00
35 to 39 years	11	84	3	98	11.23	85.71	3.06	100.00
40 to 44 years	9	48	3	60	15.00	80.00	5.00	100.00
45 to 54 years	6	68	2	76	7.90	89.47	2.63	100.00
55 to 64 years	.....	25	7	32	.....	78.13	21.87	100.00
65 years and over	.....	7	2	9	.....	77.78	22.22	100.00
Total	359	424	22	[1] 805	44.60	52.67	2.73	100.00
FEMALES.								
Under 16 years	63	.....	.....	63	100.00	.....	.....	100.00
16 years	65	.....	.....	65	100.00	.....	.....	100.00
17 years	64	3	.....	67	95.52	4.48	.....	100.00
18 years	46	1	.....	47	97.87	2.13	.....	100.00
19 years	64	2	.....	66	96.97	3.03	.....	100.00
20 years	50	7	.....	57	87.72	12.28	.....	100.00
21 years	37	3	.....	40	92.50	7.50	.....	100.00
22 years	31	10	.....	41	75.61	24.39	.....	100.00
23 years	22	7	.....	29	75.86	24.14	.....	100.00
24 years	15	4	1	20	75.00	20.00	5.00	100.00
25 to 29 years	43	14	2	59	72.88	23.73	3.39	100.00
30 to 34 years	18	9	.....	27	66.67	33.33	.....	100.00
35 to 39 years	7	9	4	20	35.00	45.00	20.00	100.00
40 to 44 years	5	1	2	8	62.50	12.50	25.00	100.00
45 to 54 years	6	4	1	11	54.55	36.36	9.09	100.00
55 to 64 years	2	.....	1	3	66.67	.....	33.33	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	538	74	11	[2] 623	86.36	11.88	1.76	100.00

[1] Not including 5 for whom full reports were not received.
[2] Not including 3 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

NUTS, BOLTS, AND SCREWS.

[Data for males are for 3 establishments located as follows: Pennsylvania 2, and Ohio 1. Data for females are for 6 establishments, located as follows: Pennsylvania 2, and Ohio 4.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	48			48	100.00			100.00
16 years	12			12	100.00			100.00
17 years	7			7	100.00			100.00
18 years	8			8	100.00			100.00
19 years	14			14	100.00			100.00
20 years	19	3		22	86.36	13.64		100.00
21 years	11	1		12	91.67	8.33		100.00
22 years	16	1		17	94.12	5.88		100.00
23 years	13	5		18	72.22	27.78		100.00
24 years	8	4		12	66.67	33.33		100.00
25 to 29 years	35	28		63	55.56	44.44		100.00
30 to 34 years	7	17		24	29.17	70.83		100.00
35 to 39 years	4	26	1	31	12.90	83.87	3.23	100.00
40 to 44 years		16		16		100.00		100.00
45 to 54 years	1	15	1	17	5.88	88.24	5.88	100.00
55 to 64 years		4		4		100.00		100.00
65 years and over		1		1		100.00		100.00
Total	203	121	2	[1] 326	62.27	37.12	.61	100.00
FEMALES.								
Under 16 years	81			81	100.00			100.00
16 years	54			54	100.00			100.00
17 years	74			74	100.00			100.00
18 years	109	1		110	99.09	0.91		100.00
19 years	63	4		67	94.03	5.97		100.00
20 years	43	4		47	91.49	8.51		100.00
21 years	34	4		38	89.47	10.53		100.00
22 years	33	7	1	41	80.49	17.07	2.44	100.00
23 years	15	7		22	68.18	31.82		100.00
24 years	12	9	1	22	54.55	40.91	4.54	100.00
25 to 29 years	27	24	4	55	49.09	43.64	7.27	100.00
30 to 34 years	6	10	2	18	33.33	55.56	11.11	100.00
35 to 39 years	3	9	2	14	21.43	64.29	14.28	100.00
40 to 44 years		3	5	8		37.50	62.50	100.00
45 to 54 years	2	1		3	66.67	33.33		100.00
55 to 64 years			2	2			100.00	100.00
Total	556	83	17	656	84.76	12.65	2.59	100.00

[1] Not including 7 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

PAPER BOXES.

[Data for males are for 55 establishments located as follows: Maine 6, Massachusetts 3, Rhode Island 4, Connecticut 2, New York 9, New Jersey 4, Pennsylvania 3, Maryland 4, North Carolina 1, Georgia 2, Louisiana 3, Ohio 5, Illinois 4, Indiana 4, Michigan 1. Data for females are for 56 establishments located as follows: Maine 6, Massachusetts 3, Rhode Island 4, Connecticut 2, New York 9, New Jersey 4, Pennsylvania 3, Maryland 4, North Carolina 1, Georgia 2, Louisiana 3, Ohio 5, Illinois 4, Indiana 5, and Michigan 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	51	.....	.....	51	100.00	.....	.....	100.00
16 years	66	.....	.....	66	100.00	.....	.....	100.00
17 years	68	2	.....	70	97.14	2.86	.....	100.00
18 years	62	1	.....	63	98.41	1.59	.....	100.00
19 years	52	2	.....	54	96.30	3.70	.....	100.00
20 years	45	.....	.....	45	100.00	.....	.....	100.00
21 years	39	8	.....	47	82.98	17.02	.....	100.00
22 years	35	9	.....	44	79.55	20.45	.....	100.00
23 years	33	18	1	52	63.46	34.62	1.92	100.00
24 years	20	12	.....	32	62.50	37.50	.....	100.00
25 to 29 years	70	71	4	145	48.28	48.96	2.76	100.00
30 to 34 years	25	76	3	104	24.04	73.08	2.88	100.00
35 to 39 years	18	62	2	82	21.95	75.61	2.44	100.00
40 to 44 years	7	52	3	62	11.29	83.87	4.84	100.00
45 to 54 years	5	43	7	55	9.09	78.18	12.73	100.00
55 to 64 years	4	16	3	23	17.39	69.57	13.04	100.00
65 years and over	.....	3	1	4	.....	75.00	25.00	100.00
Total	600	375	24	[1] 999	60.06	37.54	2.40	100.00
FEMALES.								
Under 16 years	554	.....	.....	554	100.00	.....	.....	100.00
16 years	505	.....	.....	505	100.00	.....	.....	100.00
17 years	454	1	.....	455	99.78	0.22	.....	100.00
18 years	364	10	.....	374	97.33	2.67	.....	100.00
19 years	292	4	.....	296	98.65	1.35	.....	100.00
20 years	233	14	.....	247	94.33	5.67	.....	100.00
21 years	182	14	.....	196	92.86	7.14	.....	100.00
22 years	137	3	1	141	97.16	2.13	0.71	100.00
23 years	106	7	2	115	92.17	6.09	1.74	100.00
24 years	106	11	1	118	89.83	9.32	.85	100.00
25 to 29 years	299	40	15	354	84.46	11.30	4.24	100.00
30 to 34 years	112	33	25	170	65.88	19.41	14.71	100.00
35 to 39 years	55	26	18	99	55.56	26.26	18.18	100.00
40 to 44 years	31	5	7	43	72.09	11.63	16.28	100.00
45 to 54 years	21	16	13	50	42.00	32.00	26.00	100.00
55 to 64 years	9	2	5	16	56.25	12.50	31.25	100.00
65 years and over	2	1	1	4	50.00	25.00	25.00	100.00
Total	3,462	187	88	[2] 3,737	92.64	5.00	2.36	100.00

[1] Not including 18 for whom full reports were not received.
[2] Not including 110 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

POTTERY.

[Data for both males and females are for 11 establishments located as follows: New Jersey 4, Pennsylvania 2, Ohio 4, and Indiana 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	55	.....	.....	55	.....	.....	.....	100.00
16 years	57	.....	.....	57	.....	.....	.....	100.00
17 years	67	.....	.....	67	.....	.....	.....	100.00
18 years	62	.....	.....	62	.....	.....	.....	100.00
19 years	58	1	.....	59	98.31	1.69	.....	100.00
20 years	53	3	.....	56	94.64	5.36	.....	100.00
21 years	42	12	.....	54	77.78	22.22	.....	100.00
22 years	54	19	.....	73	73.97	26.03	.....	100.00
23 years	41	25	.....	66	62.12	37.88	.....	100.00
24 years	25	27	.....	52	48.08	51.92	.....	100.00
25 to 29 years	98	178	.....	276	35.51	64.49	.....	100.00
30 to 34 years	60	163	3	226	26.55	72.12	1.33	100.00
35 to 39 years	22	141	4	167	13.17	84.43	2.40	100.00
40 to 44 years	17	129	4	150	11.33	86.00	2.67	100.00
45 to 54 years	19	149	17	185	10.27	80.54	9.19	100.00
55 to 64 years	3	35	1	39	7.69	89.74	2.57	100.00
65 years and over	1	12	2	15	6.67	80.00	13.33	100.00
Total	734	894	31	[1] 1,659	44.24	53.89	1.87	100.00
FEMALES.								
Under 16 years	40	.....	.....	40	100.00	.....	.....	100.00
16 years	48	.....	.....	48	100.00	.....	.....	100.00
17 years	49	1	.....	50	98.00	2.00	.....	100.00
18 years	58	2	.....	60	96.67	3.33	.....	100.00
19 years	43	2	.....	45	95.56	4.44	.....	100.00
20 years	43	5	.....	48	89.58	10.42	.....	100.00
21 years	28	5	.....	33	84.85	15.15	.....	100.00
22 years	16	6	.....	22	72.73	27.27	.....	100.00
23 years	23	4	1	28	82.14	14.29	3.57	100.00
24 years	15	4	.....	19	78.95	21.05	.....	100.00
25 to 29 years	49	27	8	84	58.33	32.14	9.53	100.00
30 to 34 years	28	23	8	59	47.46	38.98	13.56	100.00
35 to 39 years	14	18	13	45	31.11	40.00	28.89	100.00
40 to 44 years	4	19	5	28	14.28	67.86	17.86	100.00
45 to 54 years	8	9	10	27	29.63	33.33	37.04	100.00
55 to 64 years	2	2	1	5	40.00	40.00	20.00	100.00
65 years and over	.....	.....	1	1	.....	.....	100.00	100.00
Total	468	127	47	[2] 642	72.90	19.78	7.32	100.00

[1] Not including 38 for whom full reports were not received.
[2] Not including 15 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

RUBBER AND ELASTIC GOODS.

[Data for both males and females are for 3 establishments located in Connecticut.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	6	.....	.....	6	100.00	.....	.....	100.00
16 years	8	.....	.....	8	100.00	.....	.....	100.00
17 years	18	.....	.....	18	100.00	.....	.....	100.00
18 years	11	.....	.....	11	100.00	.....	.....	100.00
19 years	8	1	.....	9	88.89	11.11	.....	100.00
20 years	21	3	.....	24	87.50	12.50	.....	100.00
21 years	15	3	.....	18	83.33	16.67	.....	100.00
22 years	12	3	.....	15	80.00	20.00	.....	100.00
23 years	14	5	.....	19	73.68	26.32	.....	100.00
24 years	16	11	.....	27	59.26	40.74	.....	100.00
25 to 29 years	44	58	1	103	42.72	56.31	0.97	100.00
30 to 34 years	14	65	1	80	17.50	81.25	1.25	100.00
35 to 39 years	22	69	3	94	23.40	73.41	3.19	100.00
40 to 44 years	5	38	.....	43	11.63	88.37	.....	100.00
45 to 54 years	1	61	7	69	1.45	88.41	10.14	100.00
55 to 64 years	1	24	1	26	3.85	92.30	3.85	100.00
65 years and over	.....	5	5	10	.....	50.00	50.00	100.00
Total	216	346	18	[1] 580	37.24	59.66	3.10	100.00
FEMALES.								
Under 16 years	10	.....	.....	10	100.00	.....	.....	100.00
16 years	18	.....	.....	18	100.00	.....	.....	100.00
17 years	16	1	.....	17	94.12	5.88	.....	100.00
18 years	23	.....	.....	23	100.00	.....	.....	100.00
19 years	17	.....	.....	17	100.00	.....	.....	100.00
20 years	17	.....	.....	17	100.00	.....	.....	100.00
21 years	17	3	.....	20	85.00	15.00	.....	100.00
22 years	12	5	.....	17	70.59	29.41	.....	100.00
23 years	15	1	.....	16	93.75	6.25	.....	100.00
24 years	10	3	.....	13	76.92	23.08	.....	100.00
25 to 29 years	19	9	1	29	65.52	31.03	3.45	100.00
30 to 34 years	17	10	3	30	56.67	33.33	10.00	100.00
35 to 39 years	16	5	3	24	66.67	20.83	12.50	100.00
40 to 44 years	4	6	1	11	36.36	54.55	9.09	100.00
45 to 54 years	5	1	4	10	50.00	10.00	40.00	100.00
55 to 64 years	3	1	2	6	50.00	16.67	33.33	100.00
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	219	45	14	[1] 278	78.78	16.19	5.03	100.00

[1] Not including 5 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

SHIRTS, OVERALLS, AND UNDERWEAR.

[Data for males are for 7 establishments located as follows: Maryland 3, Louisiana 2, Illinois 1, and Indiana 1. Data for females are for 8 establishments located as follows: Maryland 3, Louisiana 3, Illinois 1, and Indiana 1.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	46	.....	.....	46	100.00	.....	.....	100.00
16 years	40	.....	.....	40	100.00	.....	.....	100.00
17 years	49	.....	.....	49	100.00	.....	.....	100.00
18 years	60	.....	.....	60	100.00	.....	.....	100.00
19 years	43	.....	.....	43	100.00	.....	.....	100.00
20 years	25	1	1	27	92.60	3.70	3.70	100.00
21 years	21	6	.....	27	77.78	22.22	.....	100.00
22 years	19	3	.....	22	86.36	13.64	.....	100.00
23 years	28	11	.....	39	71.79	28.21	.....	100.00
24 years	17	10	.....	27	62.96	37.04	.....	100.00
25 to 29 years	38	46	.....	84	45.24	54.76	.....	100.00
30 to 34 years	15	45	.....	60	25.00	75.00	.....	100.00
35 to 39 years	4	34	2	40	10.00	85.00	5.00	100.00
40 to 44 years	2	28	1	31	6.45	90.32	3.23	100.00
45 to 54 years	5	21	3	29	17.24	72.41	10.35	100.00
55 to 64 years	.....	11	1	12	.....	91.67	8.33	100.00
65 years and over	.....	1	1	2	.....	50.00	50.00	100.00
Total	412	217	9	638	64.58	34.01	1.41	100.00
FEMALES.								
Under 16 years	341	.....	.....	341	100.00	.....	.....	100.00
16 years	314	.....	.....	314	100.00	.....	.....	100.00
17 years	309	3	.....	312	99.04	0.96	.....	100.00
18 years	337	5	.....	342	98.54	1.46	.....	100.00
19 years	237	6	.....	243	97.53	2.47	.....	100.00
20 years	277	7	.....	284	97.54	2.46	.....	100.00
21 years	207	17	.....	224	92.41	7.59	.....	100.00
22 years	157	9	4	170	92.35	5.30	2.35	100.00
23 years	156	8	5	169	92.31	4.73	2.96	100.00
24 years	128	12	4	144	88.89	8.33	2.78	100.00
25 to 29 years	319	53	23	395	80.76	13.42	5.82	100.00
30 to 34 years	122	25	27	174	70.11	14.37	15.52	100.00
35 to 39 years	64	22	31	117	54.70	18.80	26.50	100.00
40 to 44 years	24	11	25	60	40.00	18.33	41.67	100.00
45 to 54 years	14	15	21	50	28.00	30.00	42.00	100.00
55 to 64 years	1	2	7	10	10.00	20.00	70.00	100.00
65 years and over	1	.....	.....	1	100.00	.....	.....	100.00
Total	3,008	195	147	[1] 3,350	89.79	5.82	4.39	100.00

[1] Not including 52 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

STAMPED AND ENAMELED WARE.

[Data for males are for 15 establishments located as follows: Massachusetts 1, New York 1, New Jersey 1, Pennsylvania 2, Ohio 5, Illinois 2, Indiana 1, and Wisconsin 2. Data for females are for 16 establishments located as follows: Massachusetts 1, New York 1, New Jersey 1, Pennsylvania 2, Ohio 5, Illinois 2, Indiana 1, and Wisconsin 3.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	109	.....	.....	109	100.00	.....	.....	100.00
16 years	177	.....	.....	177	100.00	.....	.....	100.00
17 years	168	2	.....	170	98.82	1.18	.....	100.00
18 years	177	2	.....	179	98.88	1.12	.....	100.00
19 years	153	3	.....	156	98.08	1.92	.....	100.00
20 years	168	11	.....	179	93.85	6.15	.....	100.00
21 years	136	24	.....	160	85.00	15.00	.....	100.00
22 years	110	20	.....	130	84.62	15.38	.....	100.00
23 years	84	38	1	123	68.29	30.90	0.81	100.00
24 years	56	47	1	104	53.85	45.19	.96	100.00
25 to 29 years	219	246	3	468	46.80	52.56	.64	100.00
30 to 34 years	103	236	5	344	29.94	68.61	1.45	100.00
35 to 39 years	39	174	9	222	17.57	78.38	4.05	100.00
40 to 44 years	24	159	4	187	12.83	85.03	2.14	100.00
45 to 54 years	30	207	15	252	11.91	82.14	5.95	100.00
55 to 64 years	4	100	8	112	3.57	89.29	7.14	100.00
65 years and over	3	31	6	40	7.50	77.50	15.00	100.00
Total	1,760	1,300	52	[1] 3,112	56.56	41.77	1.67	100.00
FEMALES.								
Under 16 years	86	.....	.....	86	100.00	.....	.....	100.00
16 years	188	.....	.....	188	100.00	.....	.....	100.00
17 years	186	3	.....	189	98.41	1.59	.....	100.00
18 years	237	4	.....	241	98.34	1.66	.....	100.00
19 years	151	5	1	157	96.18	3.18	0.64	100.00
20 years	133	5	2	140	95.00	3.57	1.43	100.00
21 years	83	11	2	96	86.46	11.46	2.08	100.00
22 years	74	5	.....	79	93.67	6.33	.....	100.00
23 years	56	9	.....	65	86.15	13.85	.....	100.00
24 years	36	6	1	43	83.72	13.95	2.33	100.00
25 to 29 years	67	26	11	104	64.42	25.00	10.58	100.00
30 to 34 years	23	16	6	45	51.11	35.56	13.33	100.00
35 to 39 years	11	8	5	24	45.84	33.33	20.83	100.00
40 to 44 years	7	4	6	17	41.18	23.53	35.29	100.00
45 to 54 years	2	2	5	9	22.22	22.22	55.56	100.00
55 to 64 years	.....	.....	.....	.....	.....	.....	.....	.....
65 years and over	.....	.....	.....	.....	.....	.....	.....	.....
Total	1,340	104	39	[2] 1,483	90.36	7.01	2.63	100.00

[1] Not including 307 for whom full reports were not received.
[2] Not including 53 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Continued.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

[Data for males are for 20 establishments located as follows: New Jersey 1, Maryland 1, North Carolina 7, Ohio 4, Illinois 1, Michigan 2, and Wisconsin 4. Data for females are for 20 establishments located as follows: New Jersey 1, Maryland 1, North Carolina 6, Ohio 4, Illinois 2, Michigan 2, and Wisconsin 4.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	382	.....	.....	382	100.00	.....	.....	100.00
16 years	158	.....	.....	158	100.00	.....	.....	100.00
17 years	152	1	.....	153	99.35	0.65	.....	100.00
18 years	179	6	.....	185	96.76	3.24	.....	100.00
19 years	140	12	1	153	91.50	7.84	0.66	100.00
20 years	158	25	.....	183	86.34	13.66	.....	100.00
21 years	107	45	1	153	69.94	29.41	.65	100.00
22 years	83	49	2	134	61.94	36.57	1.49	100.00
23 years	54	51	.....	105	51.43	48.57	.....	100.00
24 years	55	65	.....	120	45.83	54.17	.....	100.00
25 to 29 years	137	247	10	394	34.77	62.69	2.54	100.00
30 to 34 years	73	190	5	268	27.24	70.89	1.87	100.00
35 to 39 years	43	191	14	248	17.34	77.02	5.64	100.00
40 to 44 years	23	162	13	198	11.62	81.82	6.56	100.00
45 to 54 years	21	196	18	235	8.94	83.40	7.66	100.00
55 to 64 years	5	88	18	111	4.50	79.28	16.22	100.00
65 years and over	1	32	9	42	2.38	76.19	21.43	100.00
Total	1,771	1,360	91	[1] 3,222	54.97	42.21	2.82	100.00
FEMALES.								
Under 16 years	244	.....	.....	244	100.00	.....	.....	100.00
16 years	207	.....	.....	207	100.00	.....	.....	100.00
17 years	301	5	.....	306	98.37	1.63	.....	100.00
18 years	437	22	.....	459	95.21	4.79	.....	100.00
19 years	386	41	3	430	89.77	9.53	0.70	100.00
20 years	329	49	2	380	86.58	12.89	.53	100.00
21 years	164	42	7	213	76.99	19.72	3.29	100.00
22 years	155	34	6	195	79.49	17.43	3.08	100.00
23 years	117	48	4	169	69.23	28.40	2.37	100.00
24 years	100	44	6	150	66.67	29.33	4.00	100.00
25 to 29 years	268	180	45	493	54.36	36.51	9.13	100.00
30 to 34 years	128	144	65	337	37.98	42.73	19.29	100.00
35 to 39 years	98	131	64	293	33.45	44.71	21.84	100.00
40 to 44 years	41	67	43	151	27.15	44.37	28.48	100.00
45 to 54 years	33	65	58	156	21.15	41.67	37.18	100.00
55 to 64 years	5	12	23	40	12.50	30.00	57.50	100.00
65 years and over	.....	2	5	7	.....	28.57	71.43	100.00
Total	3,013	886	331	[2] 4,230	71.23	20.95	7.82	100.00

[1] Not including 298 for whom full reports were not received.
[2] Not including 488 for whom full reports were not received.

TABLE IV.—NUMBER AND PER CENT OF MALES AND OF FEMALES OF EACH SPECIFIED AGE EMPLOYED IN A REPRESENTATIVE WEEK, WHO WERE SINGLE, MARRIED, AND WIDOWED, FOR EACH INDUSTRY—Concluded.

WOOLEN AND WORSTED GOODS.

[Data for both males and females are for 46 establishments located as follows: Maine 6, Massachusetts 7, Rhode Island 4, New Jersey 4, Pennsylvania 4, North Carolina 4, Georgia 4, Ohio 5, Illinois 3, Indiana 3, and Michigan 2.]

Sex and age.	Number.				Per cent.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
MALES.								
Under 16 years	359	.....	.....	359	100.00	.....	.....	100.00
16 years	276	1	.....	277	99.64	0.36	.....	100.00
17 years	201	5	.....	206	97.57	2.43	.....	100.00
18 years	193	6	.....	199	96.98	3.02	.....	100.00
19 years	195	13	.....	208	93.75	6.25	.....	100.00
20 years	188	29	2	219	85.85	13.24	0.91	100.00
21 years	151	49	1	201	75.12	24.38	.50	100.00
22 years	135	61	1	197	68.53	30.96	.51	100.00
23 years	98	80	.....	178	55.06	44.94	.....	100.00
24 years	100	100	1	201	49.75	49.75	.50	100.00
25 to 29 years	343	598	6	947	36.22	63.15	.63	100.00
30 to 34 years	132	595	14	741	17.81	80.30	1.89	100.00
35 to 39 years	77	500	20	597	12.90	83.75	3.35	100.00
40 to 44 years	54	387	21	462	11.69	83.77	4.54	100.00
45 to 54 years	59	552	31	642	9.19	85.98	4.83	100.00
55 to 64 years	9	230	37	276	3.26	83.33	13.41	100.00
65 years and over	2	63	17	82	2.44	76.83	20.73	100.00
Total	2,572	3,269	151	[1] 5,992	42.92	54.56	2.52	100.00
FEMALES.								
Under 16 years	486	.....	.....	486	100.00	.....	.....	100.00
16 years	462	3	.....	465	99.35	.65	.....	100.00
17 years	538	8	.....	546	98.53	1.47	.....	100.00
18 years	675	49	1	725	93.10	6.76	.14	100.00
19 years	438	43	2	483	90.68	8.90	.42	100.00
20 years	292	65	2	359	81.34	18.10	.56	100.00
21 years	202	47	1	250	80.80	18.80	.40	100.00
22 years	168	81	1	250	67.20	32.40	.40	100.00
23 years	112	47	3	162	69.14	29.01	1.85	100.00
24 years	109	68	6	183	59.56	37.16	3.28	100.00
25 to 29 years	263	280	17	560	46.96	50.00	3.04	100.00
30 to 34 years	117	175	31	323	36.22	54.18	9.60	100.00
35 to 39 years	77	125	34	236	32.63	52.96	14.41	100.00
40 to 44 years	38	95	36	169	22.49	56.21	21.30	100.00
45 to 54 years	46	91	65	202	22.77	45.05	32.18	100.00
55 to 64 years	11	18	14	43	25.58	41.86	32.56	100.00
65 years and over	2	.....	6	8	25.00	.....	75.00	100.00
Total	4,036	1,195	219	[2] 5,450	74.05	21.93	4.02	100.00

[1] Not including 168 for whom full reports were not received.
[2] Not including 118 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex, race, and conjugal condition. The time covered is an actual week in the period December 1908, to April, 1909, taken as generally representative of normal conditions. For number and location of establishments covered see Table IV.]

CANNING AND PRESERVING.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	73	71	6	150	147	34	7	188
Austrian	12	20		32	17	6	2	25
Bohemian	5	3	1	9	36	11	3	50
Canadian: English					1			1
English	6	5		11	9	4		13
French	2	5		7	6	2		8
German	56	79	3	138	208	43	16	267
Hebrew:								
Austrian					1			1
Russian		1		1				
Hungarian	10	11		21	11	9	1	21
Irish	6	8		14	32	4	2	38
Italian	12	4		16	9	1	1	11
Polish	5	12		17	32	10	3	45
Austrian	6	7	1	14	43	10	4	57
German	11	16	3	30	20	33	3	56
Russian	13	16		29	60	6	3	69
Portuguese			1	1				
Russian	6	1		7	3	7		10
Scandinavian		1		1	1	1		2
Scotch	2			2	2			2
Other Slavs	21	29	1	51	25	22	1	48
All others	11	17	2	30	8	2		10
Total	257	306	18	[1]581	671	205	46	922

PER CENT.

American: White..	28.41	23.20	33.33	25.82	21.91	16.58	15.22	20.39
Austrian	4.67	6.54		5.51	2.53	2.93	4.35	2.71
Bohemian	1.95	.98	5.56	1.55	5.36	5.37	6.52	5.42
Canadian: English					.15			.11
English	2.33	1.63		1.89	1.34	1.95		1.41
French	.78	1.63		1.21	.89	.98		.87
German	21.79	25.82	16.66	23.75	31.00	20.97	34.79	28.96
Hebrew:								
Austrian					.15			.11
Russian		.33		.17				
Hungarian	3.89	3.59		3.62	1.64	4.39	2.17	2.28
Irish	2.33	2.61		2.41	4.77	1.95	4.35	4.13
Italian	4.67	1.31		2.75	1.34	.49	2.17	1.19
Polish	1.95	3.92		2.93	4.77	4.88	6.52	4.88
Austrian	2.33	2.29	5.56	2.41	6.41	4.88	8.70	6.18
German	4.28	5.23	16.66	5.16	2.98	16.10	6.52	6.07
Russian	5.06	5.23		4.99	8.94	2.93	6.52	7.48
Portuguese			5.56	.17				
Russian	2.33	.33		1.21	.45	3.41		1.08
Scandinavian		.33		.17	.15	.49		.22
Scotch	.78			.34	.30			.22
Other Slavs	8.17	9.48	5.56	8.78	3.73	10.73	2.17	5.21
All others	4.28	5.55	11.11	5.16	1.19	.97		1.08
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 1 for whom full report was not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CANS AND BOXES, TIN.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	180	85	4	269	96	8	8	112
Austrian	5	.....	.....	5	1	2	.....	3
Bohemian	6	8	.....	14	2	.....	.....	2
Canadian	3	4	.....	7	2	1	.....	3
English	2	.....	.....	2	.....	.....	.....	.....
French	2	5	1	8	.....	.....	.....	.....
English	11	9	1	21	2	.....	1	3
French	11	4	1	16	5	.....	2	7
German	124	104	7	235	63	6	3	72
Hebrew:								
Austrian	3	2	.....	5	.....	.....	.....	.....
Russian	6	9	.....	15	.....	.....	.....	.....
Other	4	11	.....	15	.....	.....	.....	.....
Hungarian	1	.....	.....	1	.....	.....	.....	.....
Irish	35	19	2	56	22	1	2	25
Italian	90	47	.....	137	14	3	.....	17
Polish	3	.....	.....	3	.....	.....	.....	.....
Austrian	12	4	.....	16	13	3	.....	16
German	80	22	.....	102	56	5	1	62
Russian	16	4	.....	20	14	.....	1	15
Russian	4	.....	.....	4	6	1	.....	7
Scandinavian	2	6	.....	8	1	.....	.....	1
Scotch	7	1	.....	8	4	.....	.....	4
Other Slavs	8	5	.....	13	3	1	.....	4
All others	24	7	.....	31	6	.....	.....	6
Total	639	356	16	[1] 1,011	310	31	18	359

PER CENT.

American: White..	28.17	23.88	25.00	26.61	30.97	25.81	44.44	31.20
Austrian	.78	.....	.....	.49	.32	6.45	.....	.84
Bohemian	.94	2.25	.....	1.39	.64	.....	.....	.56
Canadian	.47	1.12	.....	.69	.64	3.23	.....	.84
English	.31	.....	.....	.20	.....	.....	.....	.....
French	.31	1.41	6.25	.79	.....	.....	.....	.....
English	1.72	2.53	6.25	2.08	.64	.....	5.56	.84
French	1.72	1.12	6.25	1.58	1.61	.....	11.11	1.95
German	19.40	29.21	43.75	23.24	20.32	19.35	16.66	20.05
Hebrew:								
Austrian	.47	.56	.....	.49	.....	.....	.....	.....
Russian	.94	2.53	.....	1.48	.....	.....	.....	.....
Other	.63	3.09	.....	1.48	.....	.....	.....	.....
Hungarian	.16	.....	.....	.10	.....	.....	.....	.....
Irish	5.48	5.34	12.50	5.54	7.10	3.23	11.11	6.96
Italian	14.08	13.20	.....	13.55	4.52	9.67	.....	4.73
Polish	.47	.....	.....	.30	.....	.....	.....	.....
Austrian	1.88	1.12	.....	1.58	4.19	9.67	.....	4.46
German	12.52	6.18	.....	10.09	18.07	16.13	5.56	17.27
Russian	2.50	1.12	.....	1.98	4.52	.....	5.56	4.18
Russian	.63	.....	.....	.40	1.94	3.23	.....	1.95
Scandinavian	.31	1.68	.....	.79	.32	.....	.....	.28
Scotch	1.10	.28	.....	.79	1.29	.....	.....	1.11
Other Slavs	1.25	1.41	.....	1.29	.97	3.23	.....	1.11
All others	3.76	1.97	.....	3.07	1.94	.....	.....	1.67
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 8 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CIGAR BOXES.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	134	76	5	215	233	32	15	280
Bohemian	.....	2	.....	2	4	.....	.....	4
Canadian	.....	1	.....	1	6	.....	.....	6
English	2	.....	.....	2	3	.....	.....	3
French	.....	.....	.....	.....	1	.....	.....	1
English	3	1	.....	4	13	.....	.....	13
French	2	2	.....	4	4	1	.....	5
German	51	38	4	93	155	3	2	160
Hebrew: Russian	2	.....	.....	2	.....	.....	.....	.....
Hungarian	.....	.....	.....	.....	1	.....	.....	1
Irish	9	4	.....	13	19	1	.....	20
Italian	2	6	.....	8	2	.....	.....	2
Polish:								
Austrian	2	.....	.....	2	8	.....	.....	8
German	6	.....	.....	6	.....	.....	.....	.....
Scandinavian	3	4	.....	7	3	.....	.....	3
Scotch	1	.....	1	2	.....	.....	.....	.....
All others	5	4	1	10	.....	.....	.....	.....
Total	222	138	11	[1] 371	452	37	17	506

PER CENT.

American: White	60.36	55.07	45.46	57.95	51.55	86.49	88.24	55.34
Bohemian	.....	1.45	.....	.54	.89	.....	.....	.79
Canadian	.....	.72	.....	.27	1.33	.....	.....	1.19
English	.90	.....	.....	.54	.66	.....	.....	.59
French	.....	.....	.....	.....	.22	.....	.....	.20
English	1.35	.72	.....	1.08	2.88	.....	.....	2.57
French	.90	1.45	.....	1.08	.89	2.70	.....	.99
German	22.98	27.54	36.36	25.07	34.29	8.11	11.76	31.62
Hebrew: Russian	.90	.....	.....	.54	.....	.....	.....	.....
Hungarian	.....	.....	.....	.....	.22	.....	.....	.20
Irish	4.06	2.90	.....	3.50	4.20	2.70	.....	3.95
Italian	.90	4.35	.....	2.15	.44	.....	.....	.39
Polish:								
Austrian	.90	.....	.....	.54	1.77	.....	.....	1.58
German	2.70	.....	.....	1.62	.....	.....	.....	.....
Scandinavian	1.35	2.90	.....	1.89	.66	.....	.....	.59
Scotch	.45	.....	9.09	.54	.....	.....	.....	.....
All others	2.25	2.90	9.09	2.69	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 2 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CIGARETTES.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American:								
Colored	30	40	4	74	2	1	1	4
White	116	86	1	203	549	52	18	619
Austrian	3	4	.....	7	4	1	1	6
Bohemian	.....	.....	.....	.....	5	.....	.....	5
Canadian	.....	.....	.....	.....	2	.....	1	3
English	4	1	.....	5	.....	1	.....	1
English	3	2	.....	5	21	4	2	27
French	4	4	.....	8	10	.....	2	12
German	8	20	.....	28	106	10	4	120
Hebrew:								
Austrian	1	.....	.....	1	3	.....	.....	3
Russian	4	6	.....	10	26	2	.....	28
Other	2	3	.....	5	1	.....	.....	1
Hungarian	.....	2	.....	2	3	1	.....	4
Irish	26	21	4	51	358	24	41	423
Italian	9	10	1	20	68	4	2	74
Polish	.....	.....	.....	.....	20	.....	.....	20
German	.....	.....	.....	.....	1	.....	.....	1
Russian	.....	.....	.....	.....	1	.....	.....	1
Russian	5	6	.....	11	18	5	.....	23
Scandinavian	1	2	.....	3	8	1	.....	9
Scotch	1	3	.....	4	13	2	.....	15
Other Slavs	.....	.....	.....	.....	1	.....	.....	1
All others	56	26	2	84	19	5	2	26
Total	273	236	12	[1] 521	1,239	113	74	[2] 1,426

PER CENT.

American:								
Colored	10.99	16.95	33.34	14.20	0.16	0.89	1.35	0.28
White	42.49	36.44	8.33	38.96	44.31	46.01	24.33	43.41
Austrian	1.10	1.69	.....	1.34	.32	.89	1.35	.42
Bohemian	.....	.....	.....	.....	.40	.....	.....	.35
Canadian	.....	.....	.....	.....	.16	.....	1.35	.21
English	1.46	.42	.....	.96	.....	.89	.....	.07
English	1.10	.85	.....	.96	1.70	3.54	2.70	1.90
French	1.46	1.69	.....	1.54	.81	.....	2.70	.84
German	2.93	8.48	.....	5.38	8.56	8.85	5.41	8.42
Hebrew:								
Austrian	.37	.....	.....	.19	.24	.....	.....	.21
Russian	1.46	2.54	.....	1.92	2.10	1.77	.....	1.97
Other	.73	1.27	.....	.96	.08	.....	.....	.07
Hungarian	.....	.85	.....	.38	.24	.89	.....	.28
Irish	9.53	8.90	33.34	9.79	28.90	21.23	55.41	29.66
Italian	3.30	4.24	8.33	3.84	5.49	3.54	2.70	5.19
Polish	.....	.....	.....	.....	1.61	.....	.....	1.40
German	.....	.....	.....	.....	.08	.....	.....	.07
Russian	.....	.....	.....	.....	.08	.....	.....	.07
Russian	1.83	2.54	.....	2.11	1.45	4.42	.....	1.61
Scandinavian	.37	.85	.....	.58	.65	.89	.....	.63
Scotch	.37	1.27	.....	.77	1.05	1.77	.....	1.05
Other Slavs	.....	.....	.....	.....	.08	.....	.....	.07
All others	20.51	11.02	16.66	16.12	1.53	4.42	2.70	1.82
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 1 for whom full report was not received.
[2] Not including 3 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CIGARS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American:								
Colored	31	56	1	88	147	65	33	245
White	288	299	12	599	1,884	136	74	2,094
Austrian	12	13	.....	25	53	11	2	66
Bohemian	21	127	5	153	255	189	53	497
Canadian	3	7	.....	10	3	2	1	6
English	.....	3	1	4	3	.....	1	4
French	4	13	1	18	2	.....	.....	2
Cuban	421	663	28	1,112	123	70	43	236
English	46	90	5	141	93	59	17	169
French	6	19	.....	25	45	8	1	54
German	88	247	23	358	1,084	109	34	1,227
Hebrew:								
Austrian	53	50	.....	103	160	8	3	171
Russian	267	273	4	544	727	36	10	773
Other	34	75	3	112	123	3	2	128
Hungarian	10	9	.....	19	173	131	17	321
Irish	21	27	3	51	289	24	22	335
Italian	198	178	2	378	837	357	63	1,257
Polish	14	6	.....	20	379	38	9	426
Austrian	1	6	1	8	106	21	.....	127
German	8	4	.....	12	545	37	5	587
Russian	7	9	.....	16	131	23	5	159
Portuguese	2	4	1	7	1	.....	1	2
Russian	34	27	.....	61	179	12	4	195
Scandinavian	4	22	1	27	16	2	1	19
Scotch	2	6	.....	8	8	1	1	10
Spanish	461	381	27	869	63	38	15	116
Other Slavs	2	1	1	4	87	46	11	144
All others	40	74	3	117	50	11	5	66
Total	2,078	2,689	122	[1] 4,889	7,566	1,437	433	[2] 9,436

PER CENT.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American:								
Colored	1.49	2.08	0.82	1.80	1.94	4.52	7.62	2.60
White	13.86	11.12	9.83	12.25	24.90	9.46	17.09	22.19
Austrian	.58	.48	.....	.51	.70	.77	.46	.70
Bohemian	1.01	4.72	4.10	3.13	3.37	13.15	12.24	5.27
Canadian	.14	.26	.....	.21	.04	.14	.23	.06
English	.....	.11	.82	.08	.04	.....	.23	.04
French	.19	.48	.82	.37	.03	.....	.....	.02
Cuban	20.26	24.66	22.95	22.75	1.63	4.87	9.93	2.50
English	2.21	3.35	4.10	2.88	1.23	4.11	3.93	1.79
French	.29	.71	.....	.51	.59	.56	.23	.57
German	4.23	9.19	18.85	7.32	14.33	7.59	7.85	13.00
Hebrew:								
Austrian	2.55	1.86	.....	2.11	2.11	.56	.69	1.81
Russian	12.85	10.15	3.28	11.13	9.61	2.51	2.31	8.19
Other	1.64	2.79	2.46	2.29	1.63	.21	.46	1.36
Hungarian	.48	.34	.....	.39	2.29	9.12	3.93	3.40
Irish	1.01	1.00	2.46	1.04	3.82	1.67	5.08	3.55
Italian	9.53	6.62	1.64	7.73	11.06	24.84	14.55	13.32
Polish	.67	.22	.....	.41	5.01	2.64	2.08	4.51
Austrian	.05	.22	.82	.16	1.40	1.46	.....	1.35
German	.39	.15	.....	.25	7.20	2.57	1.16	6.22
Russian	.34	.34	.....	.33	1.73	1.60	1.16	1.69
Portuguese	.10	.15	.82	.14	.01	.....	.23	.02
Russian	1.64	1.00	.....	1.25	2.37	.83	.92	2.07
Scandinavian	.19	.82	.82	.55	.21	.14	.23	.20
Scotch	.10	.22	.....	.16	.11	.07	.23	.11
Spanish	22.18	14.17	22.13	17.78	.83	2.64	3.46	1.23
Other Slavs	.10	.04	.82	.08	1.15	3.20	2.54	1.53
All others	1.92	2.75	2.46	2.39	.66	.77	1.16	.70
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 26 for whom full reports were not received.
[2] Not including 207 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CLOCKS AND WATCHES.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	343	379	9	731	338	29	13	380
Austrian	.....	1	.....	1	.....	.....	.....	.....
Bohemian	.....	2	.....	2	.....	.....	.....	.....
Canadian	7	10	.....	17	8	2	.....	10
English	.....	2	.....	2	1	.....	.....	1
French	8	15	.....	23	8	1	.....	9
English	40	78	2	120	32	4	3	39
French	6	10	2	18	4	.....	.....	4
German	93	142	9	244	112	7	6	125
Hebrew:								
Russian	18	22	.....	40	1	.....	.....	1
Other	1	2	.....	3	2	.....	.....	2
Hungarian	1	3	.....	4	.....	.....	.....	.....
Irish	195	152	20	367	199	8	5	212
Italian	97	38	1	136	15	.....	.....	15
Polish	5	2	.....	7	.....	.....	.....	.....
German	1	.....	.....	1	.....	.....	.....	.....
Russian	.....	4	.....	4	.....	.....	.....	.....
Portuguese	8	4	1	13	2	.....	.....	2
Russian	1	6	.....	7	.....	.....	.....	.....
Scandinavian	55	47	1	103	29	1	.....	30
Scotch	24	33	1	58	13	2	.....	15
Other Slavs	.....	2	.....	2	.....	.....	.....	.....
All others	14	16	2	32	7	1	.....	8
Total	917	970	48	[1] 1,935	771	55	27	[2] 853

PER CENT.

American: White..	37.40	39.07	18.75	37.78	43.84	52.73	48.15	44.55
Austrian	.....	.10	.....	.05	.....	.....	.....	.....
Bohemian	.....	.21	.....	.10	.....	.....	.....	.....
Canadian	.76	1.03	.....	.88	1.04	3.63	.....	1.17
English	.....	.21	.....	.10	.13	.....	.....	.12
French	.87	1.54	.....	1.19	1.04	1.82	.....	1.06
English	4.36	8.04	4.17	6.20	4.15	7.27	11.11	4.57
French	.65	1.03	4.17	.93	.52	.....	.....	.47
German	10.14	14.64	18.75	12.61	14.53	12.73	22.22	14.65
Hebrew:								
Russian	1.96	2.27	.....	2.07	.13	.....	.....	.12
Other	.11	.21	.....	.16	.26	.....	.....	.23
Hungarian	.11	.31	.....	.21	.....	.....	.....	.....
Irish	21.27	15.67	41.67	18.97	25.81	14.55	18.52	24.85
Italian	10.58	3.92	2.08	7.03	1.94	.....	.....	1.76
Polish	.55	.21	.....	.36	.....	.....	.....	.....
German	.11	.....	.....	.05	.....	.....	.....	.....
Russian	.....	.41	.....	.21	.....	.....	.....	.....
Portuguese	.87	.41	2.08	.67	.26	.....	.....	.23
Russian	.11	.62	.....	.36	.....	.....	.....	.....
Scandinavian	6.00	4.84	2.08	5.32	3.76	1.82	.....	3.52
Scotch	2.62	3.40	2.08	3.00	1.68	3.63	.....	1.76
Other Slavs	.....	.21	.....	.10	.....	.....	.....	.....
All others	1.53	1.65	4.17	1.65	.91	1.82	.....	.94
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 43 for whom full reports were not received.
[2] Not including 18 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CONFECTIONERY.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	248	135	2	385	969	58	28	1,055
Austrian	3	5	1	9	3	.....	.....	3
Bohemian	7	9	.....	16	96	3	3	102
Canadian	9	7	1	17	34	6	.....	40
English	7	5	2	14	45	1	1	47
French	4	1	1	6	12	1	1	14
English	19	19	1	39	82	7	4	93
French	3	6	1	10	25	1	2	28
German	167	187	13	367	578	25	18	621
Hebrew:								
Austrian	7	12	.....	19	6	.....	.....	6
Russian	14	8	.....	22	91	2	.....	93
Other	1	5	.....	6	26	.....	.....	26
Hungarian	21	21	.....	42	13	9	.....	22
Irish	52	32	4	88	379	16	14	409
Italian	334	227	13	574	496	98	31	625
Polish	1	1	.....	2	46	3	2	51
Austrian	3	5	.....	8	17	.....	.....	17
German	8	2	.....	10	139	2	.....	141
Russian	3	1	.....	4	32	3	1	36
Portuguese	4	1	.....	5	23	1	.....	24
Russian	2	1	.....	3	6	1	.....	7
Scandinavian	6	6	.....	12	48	.....	.....	48
Scotch	4	5	1	10	25	1	4	30
Other Slavs	3	3	.....	6	13	5	.....	18
All others	32	19	.....	51	31	2	.....	33
Total	962	723	40	[1] 1,725	3,235	245	109	[2] 3,589

PER CENT.

American: White	25.78	18.67	5.00	22.32	29.95	23.67	25.69	29.40
Austrian	.31	.69	2.50	.52	.09	.....	.....	.08
Bohemian	.73	1.24	.....	.93	2.97	1.22	2.75	2.84
Canadian	.94	.97	2.50	.99	1.05	2.45	.....	1.12
English	.73	.69	5.00	.81	1.39	.41	.92	1.31
French	.42	.14	2.50	.35	.37	.41	.92	.39
English	1.97	2.63	2.50	2.26	2.54	2.86	3.67	2.59
French	.31	.83	2.50	.58	.77	.41	1.83	.78
German	17.36	25.86	32.50	21.27	17.87	10.20	16.51	17.30
Hebrew:								
Austrian	.73	1.66	.....	1.10	.19	.....	.....	.17
Russian	1.45	1.11	.....	1.27	2.81	.82	.....	2.59
Other	.10	.69	.....	.35	.80	.....	.....	.72
Hungarian	2.18	2.90	.....	2.43	.40	3.67	.....	.61
Irish	5.41	4.43	10.00	5.10	11.72	6.53	12.85	11.40
Italian	34.72	31.40	32.50	33.28	15.33	40.00	28.44	17.41
Polish	.10	.14	.....	.12	1.42	1.22	1.83	1.42
Austrian	.31	.69	.....	.46	.53	.....	.....	.47
German	.83	.28	.....	.58	4.30	.82	.....	3.93
Russian	.31	.14	.....	.23	.99	1.22	.92	1.00
Portuguese	.42	.14	.....	.29	.71	.41	.....	.67
Russian	.21	.14	.....	.17	.19	.41	.....	.20
Scandinavian	.62	.83	.....	.70	1.48	.....	.....	1.34
Scotch	.42	.69	2.50	.58	.77	.41	3.67	.84
Other Slavs	.31	.41	.....	.35	.40	2.04	.....	.50
All others	3.33	2.63	.....	2.96	.96	.82	.....	.92
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 153 for whom full reports were not received.
[2] Not including 44 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CORE MAKERS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	14	9	.....	23	39	.....	2	41
Austrian	5	7	.....	12	155	20	3	178
Bohemian	.....	.....	.....	.....	7	.....	.....	7
Canadian: French	.....	2	.....	2	1	.....	.....	1
English	.....	1	.....	1	2	1	.....	3
French	.....	2	.....	2	.....	.....	.....	.....
German	4	4	.....	8	75	.....	1	76
Hebrew: Austrian	.....	.....	.....	.....	2	.....	.....	2
Hungarian	.....	.....	.....	.....	1	.....	.....	1
Irish	2	.....	.....	2	10	2	.....	12
Polish	.....	.....	.....	.....	3	.....	.....	3
Austrian	.....	.....	.....	.....	11	3	.....	14
German	.....	.....	.....	.....	2	.....	.....	2
Russian	.....	.....	.....	.....	1	.....	.....	1
Russian	3	1	.....	4	9	.....	.....	9
Scandinavian	.....	.....	.....	.....	4	.....	.....	4
Scotch	.....	.....	.....	.....	2	.....	.....	2
Other Slavs	2	2	.....	4	17	5	.....	22
All others	1	.....	.....	1	7	.....	.....	7
Total	31	28	.....	[1]59	348	31	6	[2]385

PER CENT.

American: White	45.16	32.15	.....	38.99	11.21	.....	33.33	10.65
Austrian	16.13	25.00	.....	20.34	44.54	64.52	50.00	46.23
Bohemian	.....	.....	.....	.....	2.01	.....	.....	1.82
Canadian: French	.....	7.14	.....	3.39	.29	.....	.....	.26
English	.....	3.57	.....	1.69	.57	3.22	.....	.78
French	.....	7.14	.....	3.39	.....	.....	.....	.....
German	12.90	14.29	.....	13.56	21.55	.....	16.67	19.74
Hebrew: Austrian	.....	.....	.....	.....	.57	.....	.....	.52
Hungarian	.....	.....	.....	.....	.29	.....	.....	.26
Irish	6.45	.....	.....	3.39	2.87	6.45	.....	3.12
Polish	.....	.....	.....	.....	.86	.....	.....	.78
Austrian	.....	.....	.....	.....	3.16	9.68	.....	3.63
German	.....	.....	.....	.....	.57	.....	.....	.52
Russian	.....	.....	.....	.....	.29	.....	.....	.26
Russian	9.68	3.57	.....	6.78	2.59	.....	.....	2.34
Scandinavian	.....	.....	.....	.....	1.15	.....	.....	1.04
Scotch	.....	.....	.....	.....	.58	.....	.....	.52
Other Slavs	6.45	7.14	.....	6.78	4.89	16.13	.....	5.71
All others	3.23	.....	.....	1.69	2.01	.....	.....	1.82
Total	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00

[1] Not including 16 for whom full reports were not received.
[2] Not including 1 for whom full report was not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CORSETS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	87	103	1	191	662	147	70	879
Austrian	3	2	.....	5	9	3	1	13
Bohemian	.....	.....	.....	.....	5	1	1	7
Canadian	3	4	.....	7	23	8	5	36
English	4	4	1	9	53	4	2	59
French	1	5	.....	6	51	6	.....	57
English	11	28	1	40	121	36	13	170
French	5	.....	2	7	28	6	1	35
German	40	36	1	77	649	51	31	731
Hebrew:								
Austrian	2	3	.....	5	25	1	.....	26
Russian	14	23	.....	37	122	6	1	129
Other	5	6	.....	11	18	1	.....	19
Hungarian	14	12	.....	26	166	107	25	298
Irish	30	32	4	66	542	101	64	707
Italian	14	6	.....	20	206	59	6	271
Polish	.....	.....	.....	.....	21	4	.....	25
Austrian	2	.....	.....	2	37	16	1	54
German	.....	.....	.....	.....	67	1	.....	68
Russian	2	1	.....	3	36	6	1	43
Portuguese	.....	1	.....	1	.....	1	.....	1
Russian	.....	3	.....	3	58	10	3	71
Scandinavian	5	7	1	13	70	10	3	83
Scotch	12	9	.....	21	30	8	3	41
Other Slavs	6	17	.....	23	49	10	3	62
All others	16	4	.....	20	29	2	1	32
Total	276	306	11	[1] 593	3,077	605	235	[2] 3,917

PER CENT.

American: White	31.52	33.66	9.09	32.21	21.51	24.30	29.79	22.44
Austrian	1.09	.65	.....	.84	.29	.50	.43	.33
Bohemian	.....	.....	.....	.....	.16	.17	.43	.18
Canadian	1.09	1.31	.....	1.18	.75	1.32	2.13	.92
English	2.45	1.31	9.09	1.52	1.72	.66	.85	1.51
French	.36	1.63	.....	1.01	1.66	.99	.....	1.45
English	3.98	9.15	9.09	6.75	3.93	5.95	5.53	4.34
French	1.81	.....	18.18	1.18	.91	.99	.43	.89
German	14.49	11.76	9.09	12.98	21.09	8.43	13.19	18.66
Hebrew:								
Austrian	.73	.98	.....	.84	.81	.17	.....	.66
Russian	5.07	7.52	.....	6.24	3.97	.99	.43	3.29
Other	1.81	1.96	.....	1.86	.59	.17	.....	.48
Hungarian	5.07	3.92	.....	4.38	5.40	17.69	10.64	7.61
Irish	10.87	10.46	36.37	11.13	17.61	16.69	27.23	18.05
Italian	5.07	1.96	.....	3.37	6.69	9.75	2.55	6.92
Polish	.....	.....	.....	.....	.68	.66	.....	.64
Austrian	.73	.....	.....	.34	1.20	2.64	.43	1.38
German	.....	.....	.....	.....	2.18	.17	.....	1.74
Russian	.73	.33	.....	.51	1.17	.99	.43	1.10
Portuguese	.....	.33	.....	.17	.....	.17	.....	.03
Russian	.....	.98	.....	.51	1.89	1.65	1.27	1.81
Scandinavian	1.81	2.29	9.09	2.19	2.28	1.65	1.27	2.12
Scotch	4.35	2.94	.....	3.54	.98	1.32	1.27	1.05
Other Slavs	2.17	5.55	.....	3.88	1.59	1.65	1.27	1.58
All others	5.80	1.31	.....	3.37	.94	.33	.43	.82
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 34 for whom full reports were not received.
[2] Not including 48 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

CRACKERS AND BISCUITS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	285	206	7	498	785	38	19	842
Austrian	4	6	.....	10	2	.....	.....	2
Bohemian	2	1	.....	3	13	.....	.....	13
Canadian	9	4	.....	13	8	2	1	11
English	8	8	1	17	18	1	.....	19
French	6	4	.....	10	25	3	1	29
English	20	31	4	55	59	3	1	63
French	9	9	.....	18	19	2	1	22
German	131	133	8	272	368	12	14	394
Hebrew:								
Austrian	1	.....	.....	1	2	.....	.....	2
Russian	6	2	.....	8	14	1	1	16
Other	1	2	.....	3	6	.....	.....	6
Hungarian	2	1	.....	3	2	.....	.....	2
Irish	132	84	6	222	384	13	15	412
Italian	84	68	1	153	59	.....	2	61
Polish	2	.....	.....	2	14	.....	.....	14
Austrian	4	3	.....	7	8	.....	.....	8
German	8	4	.....	12	81	2	1	84
Russian	10	7	.....	17	42	.....	2	44
Portuguese	1	1	1	3	2	.....	.....	2
Russian	4	4	.....	8	7	.....	.....	7
Scandinavian	7	5	.....	12	19	1	1	21
Scotch	28	17	2	47	30	2	2	34
Other Slavs	1	.....	.....	1	2	.....	.....	2
All others	47	42	2	91	21	3	.....	24
Total	812	642	32	[1] 1,486	1,990	83	61	[2] 2,134

PER CENT.

American: White	35.10	32.09	21.87	33.51	39.45	45.78	31.14	39.46
Austrian	.49	.93	.....	.67	.10	.....	.....	.09
Bohemian	.25	.16	.....	.20	.65	.....	.....	.61
Canadian	1.11	.62	.....	.88	.40	2.41	1.64	.52
English	.99	1.25	3.12	1.14	.91	1.21	.....	.89
French	.74	.62	.....	.67	1.26	3.61	1.64	1.36
English	2.46	4.83	12.50	3.70	2.97	3.61	1.64	2.95
French	1.11	1.40	.....	1.21	.95	2.41	1.64	1.03
German	16.13	20.72	25.00	18.31	18.49	14.46	22.95	18.46
Hebrew:								
Austrian	.12	.....	.....	.07	.10	.....	.....	.09
Russian	.74	.31	.....	.54	.70	1.21	1.64	.75
Other	.12	.31	.....	.20	.30	.....	.....	.28
Hungarian	.25	.16	.....	.20	.10	.....	.....	.09
Irish	16.26	13.08	18.75	14.94	19.30	15.66	24.59	19.31
Italian	10.34	10.59	3.13	10.30	2.97	.....	3.28	2.86
Polish	.25	.....	.....	.14	.70	.....	.....	.66
Austrian	.49	.47	.....	.47	.40	.....	.....	.38
German	.99	.62	.....	.81	4.07	2.41	1.64	3.94
Russian	1.23	1.09	.....	1.14	2.11	.....	3.28	2.06
Portuguese	.12	.16	3.13	.20	.10	.....	.....	.09
Russian	.49	.62	.....	.54	.35	.....	.....	.33
Scandinavian	.86	.78	.....	.81	.95	1.21	1.64	.98
Scotch	3.45	2.65	6.25	3.16	1.51	2.41	3.28	1.59
Other Slavs	.12	.....	.....	.07	.10	.....	.....	.09
All others	5.79	6.54	6.25	6.12	1.06	3.61	.....	1.13
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 53 for whom full reports were not received.
[2] Not including 37 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

HARDWARE AND METAL SPECIALTIES.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	164	291	12	467	124	11	4	139
Austrian	45	38	.....	83	27	6	3	36
Bohemian	5	7	.....	12	.....	.....	.....	.....
Canadian	14	6	.....	20	5	.....	.....	5
English	2	.....	.....	2	1	1	.....	2
French	17	11	.....	28	19	3	.....	22
English	49	70	3	122	24	2	1	27
French	12	10	1	23	6	1	.....	7
German	94	141	6	241	62	8	2	72
Hebrew:								
Austrian	5	5	.....	10	.....	.....	.....	.....
Russian	23	8	.....	31	20	1	.....	21
Other	1	.....	.....	1	1	.....	.....	1
Hungarian	14	43	1	58	6	4	.....	10
Irish	171	158	10	339	147	11	5	163
Italian	162	123	1	286	31	20	.....	51
Polish	46	58	1	105	48	13	3	64
Austrian	41	74	1	116	71	31	2	104
German	2	3	.....	5	.....	1	.....	1
Russian	113	140	.....	253	156	51	8	215
Russian	28	31	.....	59	32	3	.....	35
Scandinavian	147	138	5	290	30	2	1	33
Scotch	6	17	2	25	5	1	.....	6
Other Slavs	90	248	.....	338	27	3	1	31
All others	75	113	5	193	31	5	.....	36
Total	1,326	1,733	48	[1] 3,107	873	178	30	[2] 1,081

PER CENT.

American: White	12.37	16.79	25.00	15.03	14.21	6.18	13.33	12.86
Austrian	3.39	2.19	.....	2.67	3.09	3.37	10.00	3.33
Bohemian	.38	.40	.....	.39	.....	.....	.....	.....
Canadian	1.06	.35	.....	.64	.57	.....	.....	.46
English	.15	.....	.....	.06	.11	.56	.....	.18
French	1.28	.63	.....	.90	2.18	1.69	.....	2.04
English	3.69	4.04	6.25	3.93	2.75	1.12	3.33	2.50
French	.90	.58	2.08	.74	.69	.56	.....	.65
German	7.09	8.14	12.50	7.76	7.10	4.49	6.67	6.66
Hebrew:								
Austrian	.38	.29	.....	.32	.....	.....	.....	.....
Russian	1.73	.46	.....	1.00	2.29	.56	.....	1.93
Other	.07	.....	.....	.03	.11	.....	.....	.09
Hungarian	1.06	2.48	2.08	1.87	.69	2.25	.....	.93
Irish	12.90	9.12	20.84	10.91	16.84	6.18	16.67	15.08
Italian	12.22	7.10	2.08	9.21	3.55	11.24	.....	4.72
Polish	3.47	3.35	2.08	3.38	5.50	7.30	10.00	5.92
Austrian	3.09	4.27	2.08	3.73	8.13	17.42	6.67	9.62
German	.15	.17	.....	.16	.....	.56	.....	.09
Russian	8.52	8.08	.....	8.14	17.87	28.65	26.67	19.89
Russian	2.11	1.79	.....	1.90	3.67	1.69	.....	3.24
Scandinavian	11.09	7.96	10.42	9.33	3.44	1.12	33.33	3.05
Scotch	.45	.98	4.17	.81	.57	.56	.....	.56
Other Slavs	6.79	14.31	.....	10.88	3.09	1.69	3.33	2.87
All others	5.66	6.52	10.42	6.21	3.55	2.81	.....	3.33
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 33 for whom full reports were not received.
[2] Not including 6 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

HOSIERY AND KNIT GOODS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	930	573	24	1,527	4,060	411	224	4,695
Austrian	1	.....	.....	1	4	1	.....	5
Bohemian	3	3	1	7	33	1	.....	34
Canadian	12	11	.....	23	63	8	7	78
English	2	5	.....	7	69	10	2	81
French	65	55	4	124	255	52	22	329
English	60	101	8	169	284	75	26	385
French	16	29	.....	45	83	12	4	99
German	208	161	7	376	1,828	122	60	2,010
Hebrew:								
Austrian	9	3	.....	12	52	.....	.....	52
Russian	36	24	.....	60	149	2	1	152
Other	6	3	.....	9	53	.....	.....	53
Hungarian	11	16	.....	27	28	28	3	59
Irish	117	97	14	228	957	85	58	1,100
Italian	82	24	2	108	244	58	5	307
Polish	10	2	.....	12	105	36	5	146
Austrian	1	1	.....	2	29	6	1	36
German	1	3	.....	4	114	8	1	123
Russian	21	15	1	37	60	17	1	78
Portuguese	1	.....	.....	1	18	1	.....	19
Russian	5	3	.....	8	94	17	1	112
Scandinavian	35	21	2	58	319	19	2	340
Scotch	11	14	.....	25	71	10	2	83
Other Slavs	5	3	.....	8	4	.....	.....	4
All others	41	35	4	80	238	15	2	255
Total	1,689	1,202	67	[1] 2,958	9,214	994	427	[2] 10,635

PER CENT.

American: White..	55.06	47.67	35.83	51.62	44.06	41.35	52.46	44.15
Austrian	.06	.....	.....	.03	.04	.10	.....	.05
Bohemian	.18	.25	1.49	.24	.36	.10	.....	.32
Canadian	.71	.91	.....	.78	.68	.80	1.64	.73
English	.12	.42	.....	.24	.75	1.01	.47	.76
French	3.85	4.58	5.97	4.19	2.77	5.23	5.15	3.09
English	3.55	8.40	11.94	5.71	3.08	7.55	6.09	3.62
French	.95	2.41	.....	1.52	.90	1.21	.94	.93
German	12.31	13.39	10.45	12.71	19.84	12.27	14.05	18.90
Hebrew:								
Austrian	.53	.25	.....	.41	.56	.....	.....	.49
Russian	2.13	2.00	.....	2.03	1.62	.20	.23	1.43
Other	.36	.25	.....	.30	.58	.....	.....	.50
Hungarian	.65	1.33	.....	.91	.30	2.82	.71	.55
Irish	6.93	8.07	20.90	7.71	10.39	8.55	13.59	10.34
Italian	4.85	2.00	2.98	3.65	2.65	5.84	1.17	2.89
Polish	.59	.17	.....	.41	1.14	3.62	1.17	1.37
Austrian	.06	.08	.....	.07	.32	.60	.23	.34
German	.06	.25	.....	.14	1.24	.80	.23	1.16
Russian	1.24	1.25	1.49	1.25	.65	1.71	.23	.73
Portuguese	.06	.....	.....	.03	.20	.10	.....	.18
Russian	.30	.25	.....	.27	1.02	1.71	.23	1.05
Scandinavian	2.07	1.75	2.98	1.96	3.46	1.91	.47	3.20
Scotch	.65	1.16	.....	.85	.77	1.01	.47	.78
Other Slavs	.30	.25	.....	.27	.04	.....	.....	.04
All others	2.43	2.91	5.97	2.70	2.58	1.51	.47	2.40
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 53 for whom full reports were not received.
[2] Not including 185 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

JEWELRY.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	60	37	3	100	54	2	1	57
Austrian	.....	1	.....	1	.....	.....	.....	.....
Bohemian	.....	1	.....	1	.....	.....	.....	.....
Canadian	9	.....	.....	9	4	.....	1	5
English	5	1	.....	6	5	2	.....	7
French	4	1	.....	5	2	.....	.....	2
English	13	11	1	25	14	1	.....	15
French	.....	1	.....	1	.....	.....	.....	.....
German	5	10	1	16	4	.....	.....	4
Hebrew:								
Austrian	2	4	.....	6	4	.....	.....	4
Russian	16	5	.....	21	22	2	.....	24
Other	3	2	.....	5	1	.....	.....	1
Irish	19	5	1	25	31	.....	.....	31
Italian	34	12	.....	46	11	1	.....	12
Portuguese	1	.....	.....	1	9	1	.....	10
Russian	2	2	.....	4	.....	.....	.....	.....
Scandinavian	6	5	.....	11	10	.....	.....	10
Scotch	3	1	.....	4	6	.....	.....	6
All others	3	1	.....	4	2	.....	.....	2
Total	185	100	6	291	179	9	2	190

PER CENT.

American: White..	32.43	37.00	50.00	34.36	30.17	22.23	50.00	30.00
Austrian	.....	1.00	.....	.34	.....	.....	.....	.....
Bohemian	.....	1.00	.....	.34	.....	.....	.....	.....
Canadian	4.87	.....	.....	3.09	2.23	.....	50.00	2.63
English	2.70	1.00	.....	2.06	2.79	22.22	.....	3.68
French	2.16	1.00	.....	1.72	1.12	.....	.....	1.05
English	7.03	11.00	16.67	8.59	7.82	11.11	.....	7.89
French	.....	1.00	.....	.34	.....	.....	.....	.....
German	2.70	10.00	16.67	5.50	2.23	.....	.....	2.11
Hebrew:								
Austrian	1.08	4.00	.....	2.06	2.23	.....	.....	2.11
Russian	8.65	5.00	.....	7.22	12.29	22.22	.....	12.63
Other	1.62	2.00	.....	1.72	.56	.....	.....	.53
Irish	10.27	5.00	16.66	8.59	17.32	.....	.....	16.32
Italian	18.38	12.00	.....	15.81	6.15	11.11	.....	6.32
Portuguese	.54	.....	.....	.34	5.03	11.11	.....	5.26
Russian	1.08	2.00	.....	1.38	.....	.....	.....	.....
Scandinavian	3.25	5.00	.....	3.78	5.59	.....	.....	5.26
Scotch	1.62	1.00	.....	1.38	3.35	.....	.....	3.16
All others	1.62	1.00	.....	1.38	1.12	.....	.....	1.05
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

NEEDLES AND PINS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	96	137	7	240	135	25	1	161
Austrian	3	1	.....	4	3	.....	.....	3
Bohemian	.....	3	.....	3	1	.....	.....	1
Canadian	7	10	2	19	25	2	1	28
French	4	21	1	26	13	1	.....	14
English	18	43	3	64	26	3	2	31
French	12	12	.....	24	26	6	.....	32
German	30	46	2	78	73	8	2	83
Hebrew	2	.....	.....	2	1	.....	.....	1
Hungarian	9	3	.....	12	12	3	.....	15
Irish	68	63	6	137	130	10	5	145
Italian	59	52	1	112	47	9	.....	56
Polish	3	2	.....	5	4	.....	.....	4
Austrian	1	1	.....	2	2	1	.....	3
German	.....	.....	.....	.....	.....	1	.....	1
Russian	2	1	.....	3	5	.....	.....	5
Russian	5	9	.....	14	4	.....	.....	4
Scandinavian	6	7	.....	13	8	.....	.....	8
Scotch	3	6	.....	9	7	.....	.....	7
Other Slavs	5	1	.....	6	9	5	.....	14
All others	26	6	.....	32	8	.....	.....	8
Total	359	424	22	[1]805	539	74	11	[2]624

PER CENT.

American: White..	26.74	32.31	31.82	29.81	25.05	33.78	9.09	25.80
Austrian	.84	.24	.....	.50	.56	.....	.....	.48
Bohemian	.....	.71	.....	.37	.19	.....	.....	.16
Canadian	1.95	2.36	9.09	2.36	4.64	2.70	9.09	4.49
French	1.11	4.95	4.55	3.23	2.41	1.35	.....	2.24
English	5.01	10.14	13.63	7.95	4.82	4.06	18.18	4.97
French	3.34	2.83	.....	2.98	4.82	8.11	.....	5.13
German	8.36	10.85	9.09	9.69	13.54	10.81	18.18	13.30
Hebrew	.56	.....	.....	.25	.19	.....	.....	.16
Hungarian	2.51	.71	.....	1.49	2.23	4.06	.....	2.41
Irish	18.94	14.86	27.27	17.02	24.12	13.51	45.46	23.24
Italian	16.43	12.26	4.55	13.91	8.72	12.16	.....	8.98
Polish	.84	.47	.....	.62	.74	.....	.....	.64
Austrian	.28	.24	.....	.25	.37	1.35	.....	.48
German	.....	.....	.....	.....	.....	1.35	.....	.16
Russian	.56	.24	.....	.37	.93	.....	.....	.80
Russian	1.39	2.12	.....	1.74	.74	.....	.....	.64
Scandinavian	1.67	1.65	.....	1.61	1.48	.....	.....	1.28
Scotch	.84	1.41	.....	1.12	1.30	.....	.....	1.12
Other Slavs	1.39	.24	.....	.75	1.67	6.76	.....	2.24
All others	7.24	1.41	.....	3.98	1.48	.....	.....	1.28
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 5 for whom full reports were not received.
[2] Not including 2 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

NUTS, BOLTS, AND SCREWS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	18	9	1	28	33	1	.....	34
Austrian	9	6	.....	15	35	5	.....	40
Bohemian	2	.....	.....	2	15	1	.....	16
Canadian:								
English	.....	1	.....	1	4	.....	.....	4
French	.....	.....	.....	.....	1	.....	.....	1
English	1	2	.....	3	4	.....	1	5
French	5	.....	.....	5	1	.....	.....	1
German	38	25	.....	63	166	12	1	179
Hungarian	1	.....	.....	1	43	43	9	95
Irish	10	3	1	14	14	2	.....	16
Italian	1	.....	.....	1	4	.....	.....	4
Polish	13	6	.....	19	46	3	1	50
Austrian	56	32	.....	88	63	9	2	74
German	16	12	.....	28	40	.....	.....	40
Russian	13	13	.....	26	20	2	.....	22
Russian	6	6	.....	12	33	2	3	38
Other Slavs	7	2	.....	9	32	3	.....	35
All others	8	6	.....	14	1	.....	.....	1
Total	204	123	2	[1]329	555	83	17	[2]655

PER CENT.

American: White	8.83	7.32	50.00	8.51	5.95	1.21	.....	5.19
Austrian	4.41	4.88	.....	4.56	6.31	6.02	.....	6.11
Bohemian	.98	.....	.....	.61	2.70	1.21	.....	2.44
Canadian:								
English	.....	.81	.....	.30	.72	.....	.....	.61
French	.....	.....	.....	.....	.18	.....	.....	.15
English	.49	1.62	.....	.91	.72	.....	5.88	.76
French	2.45	.....	.....	1.52	.18	.....	.....	.15
German	18.63	20.32	.....	19.15	29.91	14.46	5.88	27.33
Hungarian	.49	.....	.....	.30	7.75	51.81	52.94	14.51
Irish	4.90	2.44	50.00	4.26	2.52	2.41	.....	2.44
Italian	.49	.....	.....	.30	.72	.....	.....	.61
Polish	6.37	4.88	.....	5.77	8.29	3.61	5.88	7.64
Austrian	27.45	26.02	.....	26.75	11.35	10.84	11.77	11.30
German	7.85	9.76	.....	8.51	7.21	.....	.....	6.11
Russian	6.37	10.57	.....	7.90	3.60	2.41	.....	3.36
Russian	2.94	4.88	.....	3.65	5.95	2.41	17.65	5.80
Other Slavs	3.43	1.62	.....	2.74	5.76	3.61	.....	5.34
All others	3.92	4.88	.....	4.26	.18	.....	.....	.15
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 4 for whom full reports were not received.
[2] Not including 1 for whom full report was not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

PAPER BOXES.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	227	138	7	372	1,096	73	31	1,200
Austrian	1	.....	.....	1	9	.....	.....	9
Bohemian	4	2	.....	6	31	.....	.....	31
Canadian	6	1	1	8	37	1	.....	38
English	9	1	.....	10	31	2	.....	33
French	5	.....	1	6	68	2	3	73
English	12	19	.....	31	89	10	1	100
French	4	3	.....	7	17	3	.....	20
German	87	84	5	176	779	37	24	840
Hebrew:								
Austrian	3	5	1	9	44	.....	.....	44
Russian	51	17	.....	68	115	3	.....	118
Others	8	1	.....	9	19	4	.....	23
Hungarian	.....	6	.....	6	11	1	.....	12
Irish	53	32	4	89	441	32	31	504
Italian	84	42	1	127	177	10	1	188
Polish	12	2	.....	14	146	.....	1	147
Austrian	1	.....	.....	1	40	2	.....	42
German	10	3	.....	13	246	1	1	248
Russian	4	1	.....	5	27	.....	.....	27
Portuguese	.....	1	.....	1	2	.....	.....	2
Russian	.....	1	.....	1	10	.....	.....	10
Scandinavian	5	5	.....	10	28	1	.....	29
Scotch	3	3	2	8	35	2	1	38
Other Slavs	.....	1	.....	1	.....	.....	.....	.....
All others	10	17	2	29	26	3	.....	29
Total	599	385	24	[1]1,008	3,524	187	94	[2]3,805

PER CENT.

American: White..	37.90	35.84	29.17	36.90	31.10	39.04	32.98	31.54
Austrian	.17	.....	.....	.10	.26	.....	.....	.24
Bohemian	.67	.52	.....	.60	.88	.....	.....	.81
Canadian	1.00	.26	4.17	.79	1.05	.53	.....	1.00
English	1.50	.26	.....	.99	.88	1.07	.....	.87
French	.84	.....	4.17	.60	1.93	1.07	3.20	1.92
English	2.00	4.93	.....	3.07	2.53	5.35	1.06	2.63
French	.67	.78	.....	.69	.48	1.61	.....	.53
German	14.52	21.81	20.83	17.46	22.11	19.78	25.54	22.08
Hebrew:								
Austrian	.50	1.30	4.17	.89	1.25	.....	.....	1.16
Russian	8.51	4.42	.....	6.75	3.26	1.61	.....	3.10
Other	1.33	.26	.....	.89	.54	2.14	.....	.60
Hungarian	.....	1.56	.....	.60	.31	.53	.....	.31
Irish	8.85	8.31	16.66	8.83	12.51	17.11	32.98	13.25
Italian	14.02	10.91	4.17	12.60	5.02	5.35	1.06	4.94
Polish	2.00	.52	.....	1.39	4.14	.....	1.06	3.86
Austrian	.17	.....	.....	.10	1.14	1.07	.....	1.10
German	1.67	.78	.....	1.29	6.98	.53	1.06	6.52
Russian	.67	.26	.....	.50	.77	.....	.....	.71
Portuguese	.....	.26	.....	.10	.06	.....	.....	.05
Russian	.....	.26	.....	.10	.28	.....	.....	.26
Scandinavian	.84	1.30	.....	.99	.79	.53	.....	.76
Scotch	.50	.78	8.33	.79	.99	1.07	1.06	1.00
Other Slavs	.....	.26	.....	.10	.....	.....	.....	.....
All others	1.67	4.42	8.33	2.88	.74	1.61	.....	.76
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 9 for whom full reports were not received.
[2] Not including 42 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

POTTERY.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	384	410	7	801	240	60	24	324
Austrian	.....	1	.....	1	.....	.....	.....	.....
Bohemian	.....	1	.....	1	.....	1	.....	1
Canadian: English	1	2	.....	3	.....	.....	.....	.....
English	105	201	12	318	67	32	12	111
French	1	2	.....	3	3	.....	.....	3
German	101	104	2	207	79	11	3	93
Hebrew: Russian	1	2	.....	3	.....	.....	.....	.....
Hungarian	2	.....	.....	2	1	1	.....	2
Irish	68	92	9	169	49	16	7	72
Italian	11	14	1	26	3	.....	.....	3
Polish	19	17	.....	36	9	.....	.....	9
Austrian	1	4	.....	5	.....	.....	.....	.....
German	3	1	.....	4	.....	.....	.....	.....
Russian	18	17	.....	35	5	2	.....	7
Russian	1	3	.....	4	.....	.....	.....	.....
Scandinavian	3	2	.....	5	2	.....	.....	2
Scotch	14	17	.....	31	9	4	1	14
Other Slavs	1	1	.....	2	.....	.....	.....	.....
All others	4	6	.....	10	2	.....	.....	2
Total	738	897	31	[1]1,666	469	127	47	[2]643

PER CENT.

American: White	52.03	45.71	22.58	48.08	51.17	47.24	51.07	50.39
Austrian	.....	.11	.....	.06	.....	.....	.....	.....
Bohemian	.....	.11	.....	.06	.....	.79	.....	.15
Canadian: English	.14	.22	.....	.18	.....	.....	.....	.....
English	14.23	22.41	38.71	19.09	14.28	25.20	25.53	17.26
French	.14	.22	.....	.18	.64	.....	.....	.47
German	13.68	11.59	6.45	12.43	16.84	8.66	6.38	14.46
Hebrew: Russian	.14	.22	.....	.18	.....	.....	.....	.....
Hungarian	.27	.....	.....	.12	.21	.79	.....	.31
Irish	9.21	10.26	29.03	10.14	10.45	12.60	14.89	11.20
Italian	1.49	1.56	3.23	1.56	.64	.....	.....	.47
Polish	2.57	1.90	.....	2.16	1.92	.....	.....	1.40
Austrian	.14	.45	.....	.30	.....	.....	.....	.....
German	.40	.11	.....	.24	.....	.....	.....	.....
Russian	2.44	1.90	.....	2.10	1.07	1.57	.....	1.09
Russian	.14	.33	.....	.24	.....	.....	.....	.....
Scandinavian	.40	.22	.....	.30	.43	.....	.....	.31
Scotch	1.90	1.90	.....	1.86	1.92	3.15	2.13	2.18
Other Slavs	.14	.11	.....	.12	.....	.....	.....	.....
All others	.54	.67	.....	.60	.43	.....	.....	.31
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 31 for whom full reports were not received.
[2] Not including 14 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

RUBBER AND ELASTIC GOODS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	40	71	3	114	69	10	2	81
Austrian	1	6	.....	7	.....	.....	.....	.....
Canadian	5	10	1	16	4	.....	.....	4
English	.....	.....	.....	.....	1	1	.....	2
French	6	11	.....	17	12	4	.....	16
English	8	25	1	34	7	.....	.....	7
French	.....	1	.....	1	1	.....	.....	1
German	11	26	3	40	12	1	1	14
Hebrew:								
Austrian	2	1	.....	3	.....	.....	.....	.....
Russian	4	7	.....	11	3	.....	.....	3
Other	.....	1	.....	1	1	.....	.....	1
Hungarian	.....	1	.....	1	2	1	.....	3
Irish	51	63	6	120	79	13	8	100
Italian	43	51	1	95	15	10	.....	25
Polish	10	14	1	25	2	2	.....	4
Austrian	5	5	.....	10	.....	.....	.....	.....
Russian	3	3	.....	6	.....	.....	.....	.....
Portuguese	.....	1	.....	1	.....	.....	.....	.....
Russian	5	7	.....	12	1	.....	.....	1
Scandinavian	14	28	2	44	3	1	2	6
Scotch	3	8	.....	11	6	2	1	9
All others	6	6	.....	12	1	.....	.....	1
Total	217	346	18	[1]581	219	45	14	[2]278

PER CENT.

American: White..	18.43	20.52	16.66	19.62	31.51	22.22	14.29	29.14
Austrian	.46	1.73	.....	1.21	.....	.....	.....	.....
Canadian	2.30	2.89	5.56	2.75	1.82	.....	.....	1.44
English	.....	.....	.....	.....	.46	2.22	.....	.72
French	2.77	3.18	.....	2.93	5.48	8.89	.....	5.75
English	3.69	7.23	5.56	5.85	3.19	.....	.....	2.52
French	.....	.29	.....	.17	.46	.....	.....	.36
German	5.07	7.51	16.66	16.89	5.48	2.22	7.14	5.03
Hebrew:								
Austrian	.92	.29	.....	.52	.....	.....	.....	.....
Russian	1.85	2.02	.....	1.89	1.37	.....	.....	1.08
Other	.....	.29	.....	.17	.46	.....	.....	.36
Hungarian	.....	.29	.....	.17	.91	2.22	.....	1.08
Irish	23.50	18.21	33.33	20.66	36.07	28.89	57.14	35.97
Italian	19.82	14.74	5.56	16.35	6.85	22.22	.....	8.99
Polish	4.61	4.05	5.56	4.30	.91	4.45	.....	1.44
Austrian	2.30	1.45	.....	1.72	.....	.....	.....	.....
Russian	1.38	.87	.....	1.03	.....	.....	.....	.....
Portuguese	.....	.29	.....	.17	.....	.....	.....	.....
Russian	2.30	2.02	.....	2.07	.46	.....	.....	.36
Scandinavian	6.45	8.09	11.11	7.57	1.37	2.22	14.29	2.16
Scotch	1.38	2.31	.....	1.89	2.74	4.45	7.14	3.24
All others	2.77	1.73	.....	2.07	.46	.....	.....	.36
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 4 for whom full reports were not received.
[2] Not including 5 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

SHIRTS, OVERALLS, AND UNDERWEAR.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White	267	137	3	407	1,503	93	82	1,678
Austrian					8			8
Bohemian	3			3	19	3		22
Canadian		1		1	2		1	3
English					4			4
English	5	4	2	11	32	1	3	36
French	3	2		5	38	5	3	46
German	83	52	4	139	954	52	34	1,040
Hebrew:								
Austrian					4			4
Russian	7			7	37		1	38
Other	2			2	11			11
Hungarian	1	1		2	26	10		36
Irish	13	4		17	117	9	9	135
Italian	2			2	8	2	1	11
Polish	9	7		16	41	7	2	50
Austrian	1			1	11			11
German	2	1		3	158	7	4	169
Russian					5	1		6
Russian					8			8
Scandinavian	8	2		10	18	1		19
Scotch	2	1		3	8	1	3	12
Other Slavs					1			1
All others	4	5		9	24	3	4	31
Total	412	217	9	638	3,037	195	147	[1]3,379

PER CENT.

American: White	64.81	63.14	33.33	63.79	49.49	47.69	55.78	49.66
Austrian					.26			.24
Bohemian	.73			.47	.63	1.54		.65
Canadian		.46		.16	.07		.68	.09
English					.13			.12
English	1.21	1.84	22.22	1.72	1.06	.51	2.04	1.06
French	.73	.92		.78	1.25	2.56	2.04	1.36
German	20.14	23.96	44.45	21.79	31.41	26.67	23.13	30.78
Hebrew:								
Austrian					.13			.12
Russian	1.70			1.10	1.22		.68	1.12
Other	.49			.31	.36			.33
Hungarian	.24	.46		.31	.86	5.13		1.06
Irish	3.15	1.84		2.67	3.85	4.62	6.13	3.99
Italian	.49			.31	.26	1.03	.68	.33
Polish	2.18	3.23		2.51	1.35	3.59	1.36	1.48
Austrian	.24			.16	.36			.33
German	.49	.46		.47	5.20	3.59	2.72	5.00
Russian					.17	.51		.18
Russian					.26			.24
Scandinavian	1.94	.92		1.57	.59	.51		.56
Scotch	.49	.46		.47	.26	.51	2.04	.35
Other Slavs					.04			.03
All others	.97	2.31		1.41	.79	1.54	2.72	.92
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 23 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

STAMPED AND ENAMELED WARE.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	720	454	15	1,189	646	40	14	700
Austrian	20	15	.....	35	7	10	1	18
Bohemian	3	7	.....	10	7	.....	.....	7
Canadian	6	6	.....	12	4	.....	1	5
English	5	2	.....	7	3	.....	1	4
French	3	2	.....	5	1	.....	.....	1
English	22	40	1	63	32	2	3	37
French	13	15	2	30	3	3	.....	6
German	220	240	15	475	308	17	6	331
Hebrew:								
Austrian	3	9	1	13	1	1	.....	2
Russian	12	25	.....	37	.....	.....	.....	.....
Other	2	5	.....	7	1	.....	.....	1
Hungarian	40	50	.....	90	28	8	4	40
Irish	79	54	9	142	80	5	4	89
Italian	95	68	1	164	5	5	1	11
Polish	21	8	.....	29	43	1	2	46
Austrian	58	30	.....	88	20	3	.....	23
German	41	13	.....	54	68	.....	.....	68
Russian	23	11	.....	34	12	.....	.....	12
Portuguese	.....	1	.....	1	.....	.....	.....	.....
Russian	38	25	1	64	11	1	.....	12
Scandinavian	3	3	.....	6	7	1	.....	8
Scotch	11	4	2	17	1	2	.....	3
Other Slavs	20	8	2	30	7	.....	1	8
All others	141	73	.....	214	27	2	1	30
Total	1,599	1,168	49	[1] 2,816	1,322	101	39	[2] 1,462

PER CENT.

American: White..	45.03	38.87	30.62	42.22	48.86	39.61	35.90	47.88
Austrian	1.25	1.28	.....	1.24	.53	9.90	2.56	1.23
Bohemian	.19	.60	.....	.35	.53	.....	.....	.48
Canadian	.37	.51	.....	.43	.30	.....	2.56	.34
English	.31	.17	.....	.25	.23	.....	2.56	.27
French	.19	.17	.....	.18	.08	.....	.....	.07
English	1.38	3.43	2.04	2.24	2.42	1.98	7.70	2.53
French	.81	1.28	4.08	1.07	.23	2.97	.....	.41
German	13.76	20.55	30.62	16.87	23.30	16.83	15.39	22.64
Hebrew:								
Austrian	.19	.77	2.04	.46	.08	.99	.....	.14
Russian	.75	2.14	.....	1.31	.....	.....	.....	.....
Other	.12	.43	.....	.25	.08	.....	.....	.07
Hungarian	2.50	4.28	.....	3.20	2.11	7.92	10.26	2.74
Irish	4.94	4.62	18.36	5.04	6.05	4.95	10.26	6.09
Italian	5.94	5.82	2.04	5.82	.38	4.95	.....	.75
Polish	1.31	.69	.....	1.03	3.25	.99	2.56	3.15
Austrian	3.63	2.57	.....	3.12	1.51	2.97	5.13	1.57
German	2.56	1.11	.....	1.92	5.14	.....	.....	4.65
Russian	1.44	.94	.....	1.21	.91	.....	.....	.82
Portuguese	.....	.09	.....	.04	.....	.....	.....	.....
Russian	2.38	2.14	2.04	2.27	.83	.99	.....	.82
Scandinavian	.19	.26	.....	.21	.53	.99	.....	.55
Scotch	.69	.34	4.08	.60	.08	1.98	.....	.20
Other Slavs	1.25	.69	4.08	1.07	.53	.....	2.56	.55
All others	8.82	6.25	.....	7.60	2.04	1.98	2.56	2.05
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 603 for whom full reports were not received.
[2] Not including 74 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Contd.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American:								
Colored	762	541	42	1,345	259	240	100	599
White	680	544	30	1,254	857	246	87	1,190
Austrian	1			1	1			1
Bohemian	1	2		3	13	1	3	17
Canadian	2	2		4	7			7
English					4	1		5
French					5	1		6
English	14	11	1	26	45	13	5	63
French	6	4		10	7	1	2	10
German	96	134	9	239	471	118	40	629
Hebrew:								
Austrian		1		1				
Russian		1		1	1			1
Hungarian	12	5		17	9	26	2	37
Irish	53	65	8	126	390	41	70	501
Italian	24	5		29	38	4		42
Polish	26	4		30	129	12	5	146
Austrian	4	4		8	555	140	18	713
German	15			15	135	15		150
Russian		1		1	26	7		33
Portuguese					2			2
Russian	2			2	3			3
Scandinavian	10	5		15	43	21	3	67
Scotch	3	1		4	13	5		18
Other Slavs	4	6		10				
All others	46	27	2	75	7	4		11
Total	1,761	1,363	92	[1] 3,216	3,020	896	335	[2] 4,251

PER CENT.

American:								
Colored	43.27	39.69	45.65	41.82	8.57	26.79	29.85	14.09
White	38.61	39.92	32.61	38.99	28.38	27.46	25.97	27.99
Austrian	.06			.03	.03			.02
Bohemian	.06	.15		.09	.43	.11	.90	.40
Canadian	.11	.15		.13	.23			.16
English					.13	.11		.12
French					.17	.11		.14
English	.80	.81	1.09	.81	1.49	1.45	1.49	1.48
French	.34	.29		.31	.23	.11	.60	.24
German	5.45	9.83	9.78	7.43	15.60	13.17	11.94	14.80
Hebrew:								
Austrian		.07		.03				
Russian		.07		.03	.03			.02
Hungarian	.68	.37		.53	.30	2.90	.60	.87
Irish	3.01	4.77	8.70	3.92	12.92	4.58	20.89	11.79
Italian	1.36	.37		.90	1.26	.45		.99
Polish	1.48	.29		.93	4.27	1.34	1.49	3.43
Austrian	.23	.29		.25	18.38	15.62	5.37	16.77
German	.85			.47	4.47	1.67		3.53
Russian		.07		.03	.86	.78		.78
Portuguese					.07			.05
Russian	.11			.06	.10			.07
Scandinavian	.57	.37		.47	1.42	2.34	.90	1.58
Scotch	.17	.07		.13	.43	.56		.42
Other Slavs	.23	.44		.31				
All others	2.61	1.98	2.17	2.33	.23	.45		.26
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 304 for whom full reports were not received.
[2] Not including 467 for whom full reports were not received.

TABLE V.—NUMBER AND PER CENT OF MALES AND OF FEMALES SINGLE, MARRIED, AND WIDOWED EMPLOYED IN A REPRESENTATIVE WEEK WHO WERE OF EACH SPECIFIED RACE, FOR EACH INDUSTRY—Concd.

WOOLEN AND WORSTED GOODS.

NUMBER.

Race.	Males.				Females.			
	Single.	Married.	Widowed.	Total.	Single.	Married.	Widowed.	Total.
American: White..	958	1,128	68	2,154	1,070	294	84	1,448
Austrian	11	31	.....	42	11	2	1	14
Bohemian	63	126	7	196	245	88	24	357
Canadian	19	15	1	35	14	10	3	27
English	12	17	.....	29	13	4	2	19
French	55	110	4	169	84	30	.....	114
English	138	304	23	465	181	55	11	247
French	16	58	2	76	13	27	3	43
German	279	347	11	637	423	104	14	541
Hebrew:								
Austrian	.....	1	.....	1	4	.....	.....	4
Russian	5	6	.....	11	4	.....	.....	4
Other	3	2	.....	5	2	.....	.....	2
Hungarian	162	297	6	465	222	119	13	354
Irish	254	196	22	472	384	61	35	480
Italian	209	173	.....	382	268	121	12	401
Polish	136	77	2	215	632	97	4	733
Austrian	20	28	.....	48	93	39	.....	132
German	1	5	.....	6	13	.....	.....	13
Russian	21	24	.....	45	45	8	2	55
Portuguese	23	16	2	41	60	25	2	87
Russian	19	13	.....	32	37	14	2	53
Scandinavian	17	25	.....	42	16	.....	1	17
Scotch	23	33	6	62	33	11	4	48
Other Slavs	37	92	1	130	129	75	1	205
All others	96	146	5	247	79	33	3	115
Total	2,577	3,270	160	[1] 6,007	4,075	1,217	221	[2] 5,513

PER CENT.

American: White..	37.17	34.50	42.50	35.86	26.26	24.16	38.01	26.26
Austrian	.43	.95	.....	.70	.27	.16	.45	.25
Bohemian	2.44	3.85	4.38	3.26	6.01	7.23	10.86	6.48
Canadian	.74	.46	.62	.58	.34	.82	1.36	.49
English	.47	.52	.....	.48	.32	.33	.91	.34
French	2.13	3.36	2.50	2.81	2.06	2.47	.....	2.07
English	5.35	9.30	14.38	7.74	4.44	4.52	4.97	4.48
French	.62	1.77	1.25	1.27	.32	2.22	1.36	.78
German	10.83	10.61	6.88	10.61	10.38	8.55	6.33	9.81
Hebrew:								
Austrian	.....	.03	.....	.02	.10	.....	.....	.07
Russian	.19	.18	.....	.18	.10	.....	.....	.07
Other	.12	.06	.....	.08	.05	.....	.....	.04
Hungarian	6.29	9.08	3.75	7.74	5.45	9.78	5.88	6.42
Irish	9.86	5.99	13.75	7.86	9.42	5.01	15.83	8.71
Italian	8.11	5.29	.....	6.36	6.58	9.94	5.43	7.27
Polish	5.28	2.36	1.25	3.58	15.51	7.97	1.81	13.30
Austrian	.78	.86	.....	.80	2.28	3.21	.....	2.39
German	.04	.15	.....	.10	.32	.....	.....	.24
Russian	.81	.73	.....	.75	1.10	.66	.91	1.00
Portuguese	.89	.49	1.25	.68	1.47	2.05	.91	1.58
Russian	.74	.40	.....	.53	.91	1.15	.91	.96
Scandinavian	.66	.77	.....	.70	.39	.....	.45	.31
Scotch	.89	1.01	3.75	1.03	.81	.90	1.81	.87
Other Slavs	1.44	2.81	.62	2.17	3.17	6.16	.45	3.72
All others	3.72	4.47	3.12	4.11	1.94	2.71	1.36	2.09
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00

[1] Not including 153 for whom full reports were not received.
[2] Not including 55 for whom full reports were not received.

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex, age, and earnings. The time covered is an actual week in the period December, 1908, to April, 1909, taken as generally representative of normal conditions.]

CANNING AND PRESERVING: Fruits and Vegetables.

[Data are for 4 establishments located as follows: New Jersey 1, Pennsylvania 3.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	2	2	1	1	6	12	.....
$3 to $3.99	.....	1	.....	1	3	5	.....	26	49	5	5	8	93	.....
$4 to $4.99	4	5	.....	.....	1	10	.....	11	51	35	16	17	130	.....
$5 to $5.99	1	7	2	.....	.....	10	.....	4	40	64	30	78	216	.....
$6 to $6.99	.....	4	9	2	.....	15	.....	.....	28	45	31	34	138	.....
$7 to $7.99	.....	6	3	2	6	17	.....	1	8	23	13	8	53	.....
$8 to $9.99	.....	.....	26	30	74	130	.....	.....	6	5	12	7	30	.....
$10 to $11.99	.....	.....	4	15	76	95	.....	.....	.....	.....	.....	4	4	.....
$12 and over	.....	.....	2	8	91	101	.....	.....	.....	.....	1	.....	1	.....
Total	5	23	46	58	251	383	.....	44	184	178	109	162	677	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	4.55	1.09	0.56	0.92	3.70	1.77	.....
$3 to $3.99	.....	4.35	.....	1.72	1.20	1.31	.....	59.09	26.63	2.81	4.59	4.94	13.74	.....
$4 to $4.99	80.00	21.74	.....	.....	.40	2.61	.....	25.00	27.72	19.66	14.68	10.49	19.20	.....
$5 to $5.99	20.00	30.43	4.35	.....	.....	2.61	.....	9.09	21.74	35.96	27.52	48.15	31.91	.....
$6 to $6.99	.....	17.39	19.56	3.45	.....	3.92	.....	.....	15.21	25.28	28.44	20.99	20.38	.....
$7 to $7.99	.....	26.09	6.52	3.45	2.39	4.44	.....	2.27	4.35	12.92	11.92	4.94	7.83	.....
$8 to $9.99	.....	.....	56.52	51.72	29.48	33.94	.....	.....	3.26	2.81	11.01	4.32	4.43	.....
$10 to $11.99	.....	.....	8.70	25.86	30.28	24.80	.....	.....	.....	.....	.....	2.47	.59	.....
$12 and over	.....	.....	4.35	13.80	36.25	26.37	.....	.....	.....	.....	.92	.....	.15	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CANNING AND PRESERVING: Oysters.

[Data are for 4 establishments located as follows: Maryland 3, Louisiana 1.]

NUMBER.

Under $3	.....	2	1	2	32	37	1	11	11	11	4	18	55	.....
$3 to $3.99	2	.....	.....	4	18	24	.....	2	6	24	4	26	62	.....
$4 to $4.99	4	4	3	1	14	26	.....	.....	3	7	11	46	67	.....
$5 to $5.99	1	2	.....	.....	3	6	.....	.....	.....	.....	.....	3	3	.....
$6 to $6.99	1	4	.....	.....	6	11	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	4	1	9	14	.....	.....	.....	.....	1	.....	1	.....
$8 to $9.99	.....	.....	2	5	22	29	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	1	7	8	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	17	17	.....	.....	.....	.....	.....	.....	.....	.....
Total	8	12	10	14	128	172	1	13	20	42	20	93	188	.....

PER CENT.

Under $3	.....	16.67	10.00	14.29	25.00	21.51	.....	84.62	55.00	26.19	20.00	19.35	29.26	.....
$3 to $3.99	25.00	.....	.....	28.57	14.06	13.95	.....	15.38	30.00	57.14	20.00	27.96	32.98	.....
$4 to $4.99	50.00	33.33	30.00	7.14	10.93	15.12	.....	.....	15.00	16.67	55.00	49.46	35.64	.....
$5 to $5.99	12.50	16.67	.....	.....	2.34	3.49	.....	.....	.....	.....	.....	3.23	1.59	.....
$6 to $6.99	12.50	33.33	.....	.....	4.69	6.40	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	40.00	7.14	7.03	8.14	.....	.....	.....	.....	5.00	.....	.53	.....
$8 to $9.99	.....	.....	20.00	35.72	17.19	16.86	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	7.14	5.48	4.65	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	13.28	9.88	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

CANS AND BOXES, TIN.

[Data are for 8 establishments located as follows: New York 1, Maryland 2, Louisiana 2, Illinois 2, Michigan 1.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	25	8	7	5	13	58	.....	8	13	11	6	6	44	.....
$3 to $3.99	17	11	7	7	15	57	.....	7	7	11	8	.....	33	.....
$4 to $4.99	31	21	12	6	30	100	.....	7	16	17	3	11	54	.....
$5 to $5.99	10	31	19	3	10	73	.....	7	16	20	14	6	63	.....
$6 to $6.99	1	22	18	10	21	72	.....	2	6	20	10	5	43	.....
$7 to $7.99	.....	11	25	13	25	74	.....	.....	2	16	11	4	33	.....
$8 to $9.99	.....	17	47	42	66	172	.....	1	1	14	14	8	38	.....
$10 to $11.99	.....	4	16	24	85	129	.....	.....	.....	.....	4	3	7	.....
$12 and over	.....	.....	9	31	176	216	.....	.....	.....	.....	1	2	3	.....
Total	84	125	160	141	441	951	.....	32	61	109	71	45	[1]318	.....
Not reported	12	9	13	13	21	68	.....	2	5	12	12	9	40	.....

PER CENT.

Under $3	29.76	6.40	4.37	3.55	2.95	6.10	.....	25.00	21.31	10.09	8.45	13.33	13.84	.....
$3 to $3.99	20.24	8.80	4.37	4.96	3.40	5.99	.....	21.88	11.47	10.09	11.27	.....	10.38	.....
$4 to $4.99	36.91	16.80	7.50	4.25	6.80	10.52	.....	21.88	26.23	15.60	4.23	24.45	16.98	.....
$5 to $5.99	11.90	24.80	11.88	2.13	2.27	7.68	.....	21.87	26.23	18.35	19.72	13.33	19.81	.....
$6 to $6.99	1.19	17.60	11.25	7.09	4.76	7.57	.....	6.25	9.84	18.35	14.08	11.11	13.52	.....
$7 to $7.99	.....	8.80	15.63	9.22	5.67	7.78	.....	3.12	3.28	14.68	15.49	8.89	10.38	.....
$8 to $9.99	.....	13.60	29.38	29.79	14.97	18.09	.....	.....	1.64	12.84	19.72	17.78	11.95	.....
$10 to $11.99	.....	3.20	10.00	17.02	19.27	13.56	.....	.....	.....	.....	5.63	6.67	2.20	.....
$12 and over	.....	.....	5.62	21.99	39.91	22.71	.....	.....	.....	.....	1.41	4.44	.94	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CIGAR BOXES.

[Data are for 14 establishments located as follows: Massachusetts 2, Pennsylvania 1, Maryland 3, Florida 2, Louisiana 2, Ohio 2, Michigan 1, Wisconsin 1.]

NUMBER.

Under $3	5	3	1	1	1	11	.....	8	15	10	7	10	50	.....
$3 to $3.99	17	8	2	1	1	29	.....	19	19	18	11	16	83	1
$4 to $4.99	9	6	5	1	3	24	1	9	30	27	30	22	118	3
$5 to $5.99	4	6	4	2	8	24	.....	4	19	19	20	17	79	4
$6 to $6.99	3	2	6	3	4	18	.....	3	14	7	12	18	54	1
$7 to $7.99	2	2	8	.....	6	18	.....	3	5	10	18	11	47	3
$8 to $9.99	2	6	15	14	26	63	.....	.....	1	10	13	16	40	1
$10 to $11.99	.....	1	8	12	33	54	.....	.....	3	4	.....	3	10	.....
$12 and over	.....	1	10	24	[2] 93	[2] 128	.....	.....	1	.....	1	5	7	.....
Total	42	35	59	58	[2] 175	[2] 369	1	46	107	105	112	118	488	13
Not reported	1	2	.....	.....	.....	3	.....	1	.....	1	2	1	5	.....

PER CENT.

Under $3	11.91	8.58	1.70	1.72	0.57	2.98	.....	17.39	14.02	9.52	6.25	8.48	10.25	.....
$3 to $3.99	40.48	22.86	3.39	1.72	.57	7.86	.....	41.30	17.76	17.14	9.82	13.56	17.01	.....
$4 to $4.99	21.43	17.14	8.47	1.72	1.71	6.50	.....	19.57	28.04	25.72	26.79	18.64	24.18	.....
$5 to $5.99	9.52	17.14	6.78	3.45	4.57	6.50	.....	8.70	17.76	18.10	17.86	14.41	16.19	.....
$6 to $6.99	7.14	5.71	10.17	5.18	2.29	4.88	.....	6.52	13.09	6.67	10.71	15.25	11.06	.....
$7 to $7.99	4.76	5.71	13.56	.....	3.43	4.88	.....	6.52	4.67	9.52	16.07	9.32	9.63	.....
$8 to $9.99	4.76	17.14	25.42	24.14	14.86	17.07	.....	.....	.93	9.52	11.61	13.56	8.20	.....
$10 to $11.99	.....	2.86	13.56	20.69	18.86	14.64	.....	.....	2.80	3.81	.....	2.54	2.05	.....
$12 and over	.....	2.86	16.95	41.38	53.14	34.69	.....	.....	.93	.....	.89	4.24	1.43	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Not including 1 for whom full report was not received.
[2] Including (1) teamster furnishing his own team, earning $33.

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

CIGARETTES.

[Data are for 6 establishments located as follows: Massachusetts 3, New York 1, North Carolina 1, Louisiana 1.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	1	2	.....	1	4	.....	9	24	29	10	23	95	2
$3 to $3.99	11	3	.....	.....	5	19	.....	15	19	5	12	24	75	.....
$4 to $4.99	13	4	.....	1	.....	18	.....	24	44	40	25	30	163	.....
$5 to $5.99	6	7	8	12	11	44	.....	9	65	81	33	43	231	1
$6 to $6.99	1	4	13	5	21	44	.....	8	74	130	55	76	343	.....
$7 to $7.99	1	5	13	13	25	57	.....	5	27	57	64	71	224	.....
$8 to $8.99	.....	5	12	20	45	82	.....	1	23	59	64	64	211	1
$10 to $11.99	.....	.....	10	22	66	98	.....	.....	3	18	16	23	60	.....
$12 and over	.....	.....	7	25	123	155	.....	.....	.....	2	1	16	19	.....
Total	32	29	65	98	297	521	.....	71	279	421	280	370	1,421	4
Not reported	.....	.....	.....	1	.....	1	.....	1	.....	1	2	.....	4	.....

PER CENT.

Under $3	.....	3.45	3.08	.....	0.34	0.77	.....	12.68	8.60	6.89	3.57	6.22	6.68	.....
$3 to $3.99	34.38	10.35	.....	.....	1.68	3.65	.....	21.12	6.81	1.19	4.28	6.48	5.28	.....
$4 to $4.99	40.63	13.79	.....	1.02	.....	3.46	.....	33.80	15.77	9.50	8.93	8.11	11.47	.....
$5 to $5.99	18.75	24.14	12.31	12.24	3.70	8.44	.....	12.68	23.30	19.24	11.78	11.62	15.26	.....
$6 to $6.99	3.12	13.79	20.00	5.10	7.07	8.44	.....	11.27	26.52	30.88	19.64	20.54	24.14	.....
$7 to $7.99	3.12	17.24	20.00	13.27	8.42	10.94	.....	7.04	9.68	13.54	22.86	19.19	15.76	.....
$8 to $9.99	.....	17.24	18.46	20.41	15.15	15.74	.....	1.41	8.24	14.01	22.86	17.30	14.85	.....
$10 to $11.99	.....	.....	15.38	22.45	22.22	18.81	.....	.....	1.08	4.28	5.72	6.22	4.22	.....
$12 and over	.....	.....	10.77	25.51	41.42	29.75	.....	.....	.....	.47	.36	4.32	1.34	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CIGARS.

[Data are for 58 establishments located as follows: Maine 2, Massachusetts 3, Rhode Island 2, Connecticut 2, New York 2, New Jersey 3, Pennsylvania 9, Maryland 4, North Carolina 1, Florida 12, Louisiana 2, Ohio 9, Illinois 3, Indiana 3, Michigan 1.]

NUMBER.

Under $3	14	16	11	13	28	82	7	294	264	167	63	112	900	39
$3 to $3.99	26	15	8	9	32	90	7	200	284	201	81	139	905	93
$4 to $4.99	20	24	27	3	30	104	4	162	384	348	122	232	1,248	119
$5 to $5.99	11	28	27	11	43	120	5	107	353	461	204	224	1,349	167
$6 to $6.99	1	32	35	21	59	148	1	46	281	530	270	255	1,382	152
$7 to $7.99	5	23	38	24	84	174	1	31	132	428	228	211	1,030	86
$8 to $9.99	6	36	98	84	271	495	1	21	136	406	298	273	1,134	69
$10 to $11.99	7	34	77	125	401	644	2	1	41	142	101	149	434	14
$12 and over	4	49	222	506	2,178	2,959	11	2	16	78	93	178	367	5
Total	94	257	543	796	3,126	4,816	39	864	[1]1,891	2,761	1,460	1,773	8,749	744
Not reported	12	7	9	8	24	[1]60	.....	14	36	46	32	21	[2]149	1

[1] Including 9 apprentices and 5 others receiving no pay.
[2] Including 14 apprentices and 3 others receiving no pay.

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

CIGARS—Concluded.

PER CENT.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	14.89	6.22	2.03	1.63	0.90	1.70	.....	34.03	13.96	6.05	4.31	6.32	10.29	.....
$3 to $3.99	27.66	5.84	1.47	1.13	1.02	1.87	.....	23.15	15.02	7.28	5.55	7.84	10.34	.....
$4 to $4.99	21.28	9.34	4.97	.38	.96	2.16	.....	18.75	20.31	12.60	8.36	13.09	14.26	.....
$5 to $5.99	11.70	10.89	4.97	1.38	1.37	2.49	.....	12.38	18.67	16.70	13.97	12.63	15.42	.....
$6 to $6.99	1.06	12.45	6.45	2.64	1.89	3.08	.....	5.32	14.80	19.20	18.49	14.38	15.80	.....
$7 to $7.99	5.32	8.95	7.00	3.02	2.69	3.61	.....	3.59	6.98	15.50	15.62	11.90	11.77	.....
$8 to $9.99	6.38	14.01	18.05	10.55	8.67	10.28	.....	2.43	7.19	14.70	20.41	15.40	12.96	.....
$10 to $11.99	7.45	13.23	14.18	15.70	12.83	13.37	.....	.12	2.17	5.14	6.92	8.40	4.96	.....
$12 and over	4.26	19.07	40.88	63.57	69.67	61.44	.....	.23	.84	2.83	6.37	10.04	4.20	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CLOCKS AND WATCHES.

[Data are for 5 establishments located as follows: Connecticut 3, Illinois 1, Indiana 1.]

NUMBER.

Under $3	18	8	6	.....	1	33	1	7	16	9	10	3	45	2
$3 to $3.99	12	18	6	3	3	42	1	4	13	13	11	3	44	.....
$4 to $4.99	10	18	9	4	7	48	1	2	27	36	16	18	99	2
$5 to $5.99	5	17	16	9	12	59	1	2	22	45	32	37	138	1
$6 to $6.99	6	17	25	16	28	92	.....	2	20	48	34	32	136	3
$7 to $7.99	.....	12	23	22	47	104	3	1	8	47	45	64	165	2
$8 to $9.99	1	13	55	56	159	284	4	1	4	39	40	76	160	9
$10 to $11.99	1	6	26	65	214	312	3	.....	.....	3	5	21	29	.....
$12 and over	.....	4	42	126	738	910	15	.....	.....	.....	3	6	9	.....
Total	53	113	208	301	1,209	1,884	29	19	110	240	196	260	825	19
Not reported	1	1	1	7	54	64	1	.....	7	9	6	5	27	.....

PER CENT.

Under $3	33.96	7.08	2.89	.....	0.08	1.75	.....	36.84	14.54	3.75	5.10	1.15	5.45	.....
$3 to $3.99	22.64	15.93	2.89	1.00	.25	2.23	.....	21.05	11.82	5.42	5.61	1.15	5.33	.....
$4 to $4.99	18.87	15.93	4.32	1.33	.58	2.55	.....	10.53	24.55	15.00	8.16	6.92	12.00	.....
$5 to $5.99	9.43	15.04	7.69	2.99	.99	3.13	.....	10.53	20.00	18.75	16.33	14.23	16.73	.....
$6 to $6.99	11.32	15.04	12.02	5.32	2.32	4.88	.....	10.53	18.18	20.00	17.35	12.31	16.49	.....
$7 to $7.99	.....	10.62	11.06	7.31	3.89	5.52	.....	5.26	7.27	19.58	22.96	24.62	20.00	.....
$8 to $9.99	1.89	11.51	26.44	18.60	13.15	15.08	.....	5.26	3.64	16.25	20.41	29.23	19.39	.....
$10 to $11.99	1.89	5.31	12.50	21.59	17.70	16.56	.....	.....	.....	1.25	2.55	8.08	3.52	.....
$12 and over	.....	3.54	20.19	41.86	61.04	48.30	.....	.....	.....	.....	1.53	2.31	1.09	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

CONFECTIONERY.

[Data are for 48 establishments located as follows: Maine 3, Massachusetts 10, Rhode Island 1, New York 5, New Jersey 1, Pennsylvania 4, Maryland 3, Georgia 3, Louisiana 1, Ohio 6, Illinois 3, Indiana 4, Wisconsin 4.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	20	16	8	13	7	64	6	160	129	66	14	18	387	14
$3 to $3.99	40	24	17	6	7	94	4	265	226	120	52	46	709	5
$4 to $4.99	16	25	15	12	19	87	6	100	281	196	78	81	736	20
$5 to $5.99	6	34	52	28	45	165	5	28	183	196	121	96	624	6
$6 to $6.99	4	27	41	37	41	150	15	8	86	141	88	88	411	13
$7 to $7.99	2	13	47	30	58	150	14	1	42	68	58	56	225	9
$8 to $9.99	.....	13	48	73	132	266	22	1	42	62	60	87	252	9
$10 to $11.99	.....	4	20	47	143	214	17	.....	4	26	20	28	78	.....
$12 and over	.....	.....	11	57	446	514	72	.....	4	28	22	32	86	3
Total	88	156	259	303	898	1,704	161	563	997	903	513	532	3,508	79
Not reported	1	2	3	1	5	12	1	2	14	13	5	2	36	10

PER CENT.

Under $3	22.73	10.26	3.09	4.29	0.78	3.76	.....	28.42	12.94	7.31	2.73	3.38	11.03	.....
$3 to $3.99	45.45	15.38	6.56	1.98	.78	5.52	.....	47.07	22.67	13.29	10.14	8.65	20.21	.....
$4 to $4.99	18.18	16.03	5.79	3.96	2.12	5.11	.....	17.76	28.18	21.71	15.20	15.23	20.98	.....
$5 to $5.99	6.82	21.80	20.08	9.24	5.01	9.68	.....	4.97	18.36	21.71	23.59	18.05	17.79	.....
$6 to $6.99	4.55	17.31	15.83	12.21	4.56	8.80	.....	1.42	8.63	15.61	17.15	16.54	11.72	.....
$7 to $7.99	2.27	8.33	18.15	9.90	6.46	8.80	.....	.18	4.21	7.53	11.31	10.53	6.42	.....
$8 to $9.99	.....	8.33	18.53	24.10	14.70	15.61	.....	.18	4.21	6.86	11.69	16.35	7.18	.....
$10 to $11.99	.....	2.56	7.72	15.51	15.92	12.56	.....	.....	.40	2.88	3.90	5.26	2.22	.....
$12 and over	.....	.....	4.25	18.81	49.67	30.16	.....	.....	.40	3.10	4.29	6.01	2.45	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CORE MAKERS.

[Data are for 7 establishments located as follows: Pennsylvania 4, Illinois 2, Indiana 1.]

NUMBER.

Under $3	.....	1	.....	.....	.....	1	.....	.....	5	1	1	1	8	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	.....	1	2	.....	1	4	.....
$4 to $4.99	2	.....	.....	.....	1	3	.....	.....	5	15	3	1	24	.....
$5 to $5.99	1	.....	1	1	.....	3	.....	.....	7	28	9	6	50	2
$6 to $6.99	.....	1	1	3	1	6	.....	.....	17	43	16	2	78	2
$7 to $7.99	.....	2	5	1	1	9	.....	.....	6	42	15	4	67	3
$8 to $9.99	.....	.....	7	4	4	15	.....	.....	8	38	23	4	73	1
$10 to $11.99	.....	.....	.....	1	8	9	.....	.....	4	6	5	8	23	.....
$12 and over	.....	.....	.....	2	15	17	12	.....	8	14	8	11	41	.....
Total	3	4	14	12	30	63	12	.....	61	189	80	38	368	8
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	3	6	.....	1	10	.....

PER CENT.

Under $3	.....	25.00	.....	.....	.....	1.59	.....	.....	8.20	0.53	1.25	2.63	2.17	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	.....	1.64	1.06	.....	2.63	1.09	.....
$4 to $4.99	66.67	.....	.....	.....	3.33	4.76	.....	.....	8.20	7.94	3.75	2.63	6.52	.....
$5 to $5.99	33.33	.....	7.14	8.33	.....	4.76	.....	.....	11.47	14.81	11.25	15.79	13.59	.....
$6 to $6.99	.....	25.00	7.14	25.00	3.33	9.52	.....	.....	27.87	22.75	20.00	5.26	21.19	.....
$7 to $7.99	.....	50.00	35.72	8.33	3.33	14.29	.....	.....	9.84	22.22	18.75	10.53	18.21	.....
$8 to $9.99	.....	.....	50.00	33.34	13.34	23.81	.....	.....	13.11	20.11	28.75	10.53	19.84	.....
$10 to $11.99	.....	.....	.....	8.33	26.67	14.29	.....	.....	6.56	3.17	6.25	21.05	6.25	.....
$12 and over	.....	.....	.....	16.67	50.00	26.98	.....	.....	13.11	7.41	10.00	28.95	11.14	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

CORSETS.

[Data are for 9 establishments located as follows: Connecticut 6, New Jersey 1, Illinois 1, Michigan 1.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1	1	.....	.....	.....	2	.....	60	58	48	17	68	251	9
$3 to $3.99	4	2	.....	.....	.....	6	.....	91	53	46	30	70	290	6
$4 to $4.99	1	7	.....	.....	.....	8	.....	67	87	92	40	78	364	4
$5 to $5.99	2	5	3	1	2	13	.....	42	124	135	65	139	505	3
$6 to $6.99	2	5	3	1	1	12	2	27	116	140	88	164	535	4
$7 to $7.99	1	5	6	5	1	18	1	12	70	129	92	203	506	2
$8 to $9.99	.....	14	17	26	18	75	3	2	72	176	205	355	810	9
$10 to $11.99	.....	1	12	22	29	64	4	1	19	58	64	198	340	6
$12 and over	.....	1	10	37	257	305	18	.....	.....	6	13	70	89	2
Total	11	41	51	92	308	503	28	302	599	830	614	1,345	3,690	45
Not reported	.....	4	8	27	56	95	1	20	[1] 32	70	41	46	[1] 209	21

PER CENT.

Under $3	9.09	2.44	.....	.....	.....	0.40	.....	19.87	9.68	5.78	2.77	5.06	6.80	.....
$3 to $3.99	36.37	4.88	.....	.....	.....	1.19	.....	30.13	8.85	5.54	4.89	5.21	7.86	.....
$4 to $4.99	9.09	17.08	.....	.....	.....	1.59	.....	22.19	14.52	11.08	6.51	5.80	9.87	.....
$5 to $5.99	18.18	12.19	5.88	1.09	0.65	2.58	.....	13.91	20.70	16.27	10.59	10.33	13.69	.....
$6 to $6.99	18.18	12.19	5.88	1.09	.32	2.39	.....	8.94	19.37	16.87	14.33	12.19	14.50	.....
$7 to $7.99	9.09	12.19	11.77	5.43	.32	3.58	.....	3.97	11.69	15.54	14.98	15.09	13.71	.....
$8 to $9.99	.....	34.15	33.33	28.26	5.85	14.91	.....	.66	12.02	21.21	33.39	26.39	21.95	.....
$10 to $11.99	.....	2.44	23.53	23.91	9.42	12.72	.....	.33	3.17	6.99	10.42	14.72	9.21	.....
$12 and over	.....	2.44	19.61	40.22	83.44	60.64	.....	.....	.....	.72	2.12	5.21	2.41	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CRACKERS AND BISCUITS.

[Data are for 32 establishments located as follows: Maine 1, Massachusetts 4, New York 3, Pennsylvania 7, Maryland 1, Georgia 2, Louisiana 3, Ohio 5, Illinois 3, Indiana 3.

NUMBER.

Under $3	11	5	1	2	1	20	3	71	57	39	12	10	189	8
$3 to $3.99	9	7	7	1	1	25	2	110	157	60	22	19	368	11
$4 to $4.99	20	24	10	3	5	62	10	42	159	139	41	41	422	7
$5 to $5.99	9	25	9	4	1	48	9	5	119	174	72	59	429	25
$6 to $6.99	7	30	26	5	20	88	8	7	35	105	66	46	259	5
$7 to $7.99	1	11	41	26	23	102	4	.....	17	57	44	38	156	7
$8 to $9.99	1	9	55	71	109	245	15	.....	8	61	66	55	190	7
$10 to $11.99	.....	2	22	62	183	269	11	.....	1	4	13	15	33	2
$12 and over	.....	.....	21	69	459	549	51	.....	1	.....	3	12	16	1
Total	58	113	192	243	802	1,408	113	235	554	639	339	295	2,062	73
Not reported	.....	4	2	3	9	18	.....	6	6	13	8	2	35	1

PER CENT.

Under $3	18.97	4.43	0.52	0.82	0.13	1.42	.....	30.21	10.29	6.10	3.54	3.39	9.17	.....
$3 to $3.99	15.52	6.20	3.64	.41	.13	1.78	.....	46.81	28.34	9.39	6.49	6.44	17.85	.....
$4 to $4.99	34.48	21.24	5.21	1.23	.62	4.40	.....	17.87	28.70	21.75	12.09	13.90	20.47	.....
$5 to $5.99	15.52	22.12	4.69	1.65	.13	3.41	.....	2.13	21.48	27.23	21.24	20.00	20.80	.....
$6 to $6.99	12.07	26.55	13.54	2.06	2.49	6.25	.....	2.98	6.32	16.43	19.47	15.59	12.56	.....
$7 to $7.99	1.72	9.73	21.35	10.70	2.86	7.24	.....	.....	3.07	8.92	12.98	12.88	7.56	.....
$8 to $9.99	1.72	7.96	28.65	29.22	13.59	17.40	.....	.....	1.44	9.55	19.47	18.64	9.21	.....
$10 to $11.99	.....	1.77	11.46	25.51	22.82	19.11	.....	.....	.18	.63	3.83	5.09	1.60	.....
$12 and over	.....	.....	10.94	28.40	57.23	38.99	.....	.....	.18	.....	.89	4.07	.78	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Including 1 learner receiving no pay.

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

HARDWARE AND METAL SPECIALTIES.

[Data are for 7 establishments located in Connecticut.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	2	5	9	8	13	37	2	6	13	22	5	11	57	.....
$3 to $3.99	18	5	2	3	14	42	1	25	24	28	14	16	107	1
$4 to $4.99	25	20	13	11	14	83	4	15	52	100	36	46	249	.....
$5 to $5.99	12	23	25	10	27	97	1	7	47	104	42	41	241	1
$6 to $6.99	11	28	37	36	59	171	.....	8	32	69	28	43	180	.....
$7 to $7.99	1	22	60	62	121	266	2	5	15	45	20	38	123	.....
$8 to $9.99	2	20	127	144	435	728	3	1	14	37	16	32	100	.....
$10 to $11.99	.....	8	43	98	378	527	2	.....	.....	1	1	7	9	.....
$12 and over	.....	3	38	127	932	1,100	10	.....	.....	1	.....	.....	1	.....
Total	71	134	354	499	1,993	3,051	25	67	197	407	162	234	1,067	2
Not reported	.....	7	8	10	39	64	.....	1	4	3	5	5	18	.....

PER CENT.

Under $3	2.82	3.73	2.54	1.60	0.65	1.21	.....	8.96	6.60	5.40	3.09	4.70	5.34	.....
$3 to $3.99	25.35	3.73	.57	.60	.70	1.38	.....	37.31	12.18	6.88	8.64	6.84	10.03	.....
$4 to $4.99	35.21	14.93	3.67	2.20	.70	2.72	.....	22.39	26.40	24.57	22.22	19.66	23.34	.....
$5 to $5.99	16.90	17.16	7.06	2.00	1.36	3.18	.....	10.45	23.86	25.55	25.93	17.52	22.59	.....
$6 to $6.99	15.49	20.89	10.45	7.22	2.96	5.61	.....	11.94	16.24	16.95	17.28	18.38	16.87	.....
$7 to $7.99	1.41	16.42	16.95	12.43	6.07	8.72	.....	7.46	7.61	11.06	12.34	16.24	11.53	.....
$8 to $9.99	2.82	14.93	35.88	28.86	21.83	23.86	.....	1.49	7.11	9.09	9.88	13.67	9.37	.....
$10 to $11.99	.....	5.97	12.15	19.64	18.97	17.27	.....	.....	.....	.25	.62	2.99	.84	.....
$12 and over	.....	2.24	10.73	25.45	46.76	36.05	.....	.....	.....	.25	.....	.....	.09	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

HOSIERY AND KNIT GOODS.

[Data are for 65 establishments located as follows: Maine 2, Massachusetts 7, Rhode Island 7, Connecticut 4, New York 7, New Jersey 3, Pennsylvania 5, North Carolina 3, Georgia 7, Louisiana 1, Ohio 6, Illinois 4, Indiana 3, Michigan 3, Wisconsin 3.]

NUMBER.

Under $3	74	27	5	5	10	121	3	295	167	95	40	63	660	63
$3 to $3.99	103	33	9	4	6	155	2	290	296	178	81	104	949	49
$4 to $4.99	77	58	25	6	7	173	4	211	370	322	164	201	1,268	33
$5 to $5.99	30	59	42	14	25	170	3	132	394	478	254	317	1,575	42
$6 to $6.99	30	58	61	35	65	249	11	73	279	486	353	367	1,558	51
$7 to $7.99	9	32	88	29	68	226	6	33	206	415	377	349	1,380	50
$8 to $9.99	4	33	128	121	285	571	15	25	170	459	474	556	1,684	71
$10 to $11.99	2	7	49	83	236	377	11	4	40	165	247	311	767	21
$12 and over	.....	4	41	125	646	816	16	2	5	51	108	236	402	5
Total	329	311	448	422	1,348	2,858	71	1,065	1,927	2,649	2,098	2,504	10,243	385
Not reported	18	6	4	11	32	71	11	31	46	34	33	25	169	23

PER CENT.

Under $3	22.49	8.68	1.12	1.19	0.74	4.24	.....	27.70	8.67	3.59	1.91	2.52	6.44	.....
$3 to $3.99	31.31	10.61	2.01	.95	.45	5.42	.....	27.23	15.36	6.72	3.86	4.15	9.27	.....
$4 to $4.99	23.40	18.65	5.58	1.42	.52	6.05	.....	19.81	19.20	12.15	7.82	8.03	12.38	.....
$5 to $5.99	9.12	18.97	9.37	3.32	1.86	5.95	.....	12.39	20.45	18.04	12.11	12.66	15.38	.....
$6 to $6.99	9.12	18.65	13.62	8.29	4.82	8.71	.....	6.85	14.48	18.35	16.82	14.66	15.21	.....
$7 to $7.99	2.73	10.29	19.64	6.87	5.04	7.91	.....	3.10	10.69	15.67	17.97	13.94	13.47	.....
$8 to $9.99	1.22	10.61	28.57	28.67	21.14	19.98	.....	2.35	8.82	17.33	22.59	22.20	16.44	.....
$10 to $11.99	.61	2.25	10.94	19.67	17.51	13.19	.....	.38	2.07	6.23	11.77	12.42	7.49	.....
$12 and over	.....	1.29	9.15	29.62	47.92	28.55	.....	.19	.26	1.92	5.15	9.42	3.92	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

JEWELRY.

[Data are for 5 establishments located in Rhode Island.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1	1	2	.....	.....	4	.....	1	5	3	1	.....	10	.....
$3 to $3.99	3	3	2	.....	.....	8	.....	6	3	5	1	1	16	.....
$4 to $4.99	2	4	5	2	1	14	.....	6	8	3	2	4	23	2
$5 to $5.99	3	9	5	1	1	19	.....	4	8	6	5	10	33	4
$6 to $6.99	.....	10	8	1	1	20	.....	1	6	11	4	6	28	.....
$7 to $7.99	1	8	9	4	2	24	.....	.....	5	9	10	6	30	.....
$8 to $9.99	.....	7	12	9	6	34	.....	.....	1	4	11	9	25	.....
$10 to $11.99	.....	.....	10	6	4	20	.....	.....	.....	.....	7	5	12	1
$12 and over	.....	.....	7	23	85	115	.....	.....	.....	.....	1	5	6	.....
Total	10	42	60	46	100	258	.....	18	36	41	42	46	183	7
Not reported	.....	2	4	4	23	33	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	10.00	2.38	3.33	.....	.....	1.55	.....	5.56	13.89	7.32	2.38	.....	5.47	.....
$3 to $3.99	30.00	7.14	3.33	.....	.....	3.10	.....	33.33	8.33	12.19	2.38	2.17	8.74	.....
$4 to $4.99	20.00	9.52	8.33	4.35	1.00	5.43	.....	33.33	22.22	7.32	4.76	8.70	12.57	.....
$5 to $5.99	30.00	21.43	8.33	2.17	1.00	7.37	.....	22.22	22.22	14.63	11.91	21.74	18.03	.....
$6 to $6.99	.....	23.81	13.34	2.17	1.00	7.75	.....	5.56	16.67	26.83	9.52	13.04	15.30	.....
$7 to $7.99	10.00	19.05	15.00	8.70	2.00	9.30	.....	.....	13.89	21.95	23.81	13.04	16.39	.....
$8 to $9.99	.....	16.67	20.00	19.57	6.00	13.18	.....	.....	2.78	9.76	26.19	19.57	13.66	.....
$10 to $11.99	.....	.....	16.67	13.04	4.00	7.75	.....	.....	.....	.....	16.67	10.87	6.56	.....
$12 and over	.....	.....	11.67	50.00	85.00	44.57	.....	.....	.....	.....	2.38	10.87	3.28	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

NEEDLES AND PINS.

[Data are for 3 establishments located in Connecticut.]

NUMBER.

Under $3	1	.....	2	.....	3	6	.....	12	4	4	2	1	23	.....
$3 to $3.99	2	.....	1	1	.....	4	.....	10	7	1	5	6	29	.....
$4 to $4.99	8	6	4	.....	4	22	.....	12	21	15	7	9	64	.....
$5 to $5.99	3	6	1	.....	5	15	.....	13	28	34	16	16	107	1
$6 to $6.99	9	12	15	6	6	48	.....	7	26	32	27	20	112	.....
$7 to $7.99	4	10	16	7	11	48	.....	7	19	33	10	25	94	1
$8 to $9.99	1	6	19	20	45	91	.....	2	24	50	56	46	178	.....
$10 to $11.99	2	4	23	24	67	120	1	.....	1	1	4	4	10	.....
$12 and over	.....	1	16	61	365	443	3	.....	.....	.....	2	1	3	.....
Total	30	45	97	119	506	797	4	63	130	170	129	128	620	2
Not reported	.....	.....	2	1	5	8	1	.....	2	1	1	.....	4	.....

PER CENT.

Under $3	3.33	.....	2.06	.....	0.59	0.75	.....	19.05	3.08	2.35	1.55	0.78	3.71	.....
$3 to $3.99	6.67	.....	1.03	0.84	.....	.50	.....	15.87	5.38	.59	3.88	4.69	4.68	.....
$4 to $4.99	26.67	13.34	4.12	.....	.79	2.76	.....	19.05	16.15	8.82	5.43	7.03	10.32	.....
$5 to $5.99	10.00	13.33	1.03	.....	.99	1.88	.....	20.64	21.54	20.00	12.40	12.50	17.26	.....
$6 to $6.99	30.00	26.67	15.46	5.04	1.19	6.02	.....	11.11	20.00	18.83	20.93	15.63	18.07	.....
$7 to $7.99	13.33	22.22	16.50	5.88	2.17	6.02	.....	11.11	14.62	19.41	7.75	19.53	15.16	.....
$8 to $9.99	3.33	13.33	19.59	16.81	8.89	11.42	.....	3.17	18.46	29.41	43.41	35.94	28.71	.....
$10 to $11.99	6.67	8.89	23.71	20.17	13.24	15.06	.....	.....	.77	.59	3.10	3.12	1.61	.....
$12 and over	.....	2.22	16.50	51.26	72.14	55.59	.....	.....	.....	.....	1.55	.78	.48	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

NUTS, BOLTS, AND SCREWS.

[Data are for 6 establishments located as follows: Pennsylvania 2, Ohio 4.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	7	1	3	4	2	17	2	23	13	12	7	7	62	.....
$3 to $3.99	11	2	1	1	.....	15	1	30	34	26	7	16	113	.....
$4 to $4.99	13	4	3	1	5	26	.....	20	28	63	31	26	168	.....
$5 to $5.99	5	2	4	.....	4	15	.....	5	22	37	19	16	99	.....
$6 to $6.99	6	6	6	11	9	38	.....	.....	16	41	27	17	101	.....
$7 to $7.99	.....	2	7	5	8	22	1	1	13	27	18	2	61	.....
$8 to $9.99	3	2	11	21	71	108	1	2	2	15	12	5	36	.....
$10 to $11.99	2	.....	6	11	26	45	.....	.....	.....	1	.....	1	2	.....
$12 and over	.....	.....	3	5	31	39	[1] 2	.....	.....	.....	.....	.....	.....	.....
Total	47	19	44	59	156	325	[2] 7	81	128	222	121	90	642	.....
Not reported	.....	1	.....	.....	.....	1	.....	.....	.....	2	2	10	14	.....

PER CENT.

Under	14.89	5.26	6.82	6.78	1.28	5.23	.....	28.40	10.16	5.40	5.79	7.78	9.66	.....
$3 to $3.99	23.40	10.53	2.27	1.70	.....	4.62	.....	37.04	26.56	11.71	5.79	17.78	17.60	.....
$4 to $4.99	27.66	21.05	6.82	1.70	3.21	8.00	.....	24.69	21.87	28.38	25.62	28.89	26.17	.....
$5 to $5.99	10.64	10.53	9.09	.....	2.56	4.62	.....	6.17	17.19	16.67	15.70	17.78	15.42	.....
$6 to $6.99	12.77	31.57	13.64	18.64	5.77	11.69	.....	.....	12.50	18.47	22.31	18.89	15.73	.....
$7 to $7.99	.....	10.53	15.91	8.47	5.13	6.77	.....	1.23	10.16	12.16	14.87	2.22	9.50	.....
$8 to $9.99	6.38	10.53	25.00	35.60	45.51	33.23	.....	2.47	1.56	6.76	9.92	5.55	5.61	.....
$10 to $11.99	4.26	.....	13.63	18.64	16.67	13.84	.....	.....	.....	.45	.....	1.11	.31	.....
$12 and over	.....	.....	6.82	8.47	19.87	12.00	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

PAPER BOXES.

[Data are for 56 establishments located as follows: Maine 6, Massachusetts 3, Rhode Island 4, Connecticut 2, New York 9, New Jersey 4, Pennsylvania 3, Maryland 4, North Carolina 1, Georgia 2, Louisiana 3, Ohio 5 Illinois 4, Indiana 5, Michigan 1.]

NUMBER.

Under $3	4	4	4	1	2	15	1	215	106	40	19	21	401	8
$3 to $3.99	23	18	4	1	.....	46	.....	208	241	86	29	26	590	14
$4 to $4.99	18	48	9	1	.....	76	.....	80	236	152	62	79	609	10
$5 to $5.99	4	26	16	8	3	57	.....	28	170	191	81	105	575	16
$6 to $6.99	2	15	23	10	14	64	1	14	102	163	114	124	517	15
$7 to $7.99	1	15	31	13	15	75	1	1	50	123	109	124	407	17
$8 to $9.99	.....	9	40	43	61	153	6	1	36	120	112	165	434	10
$10 to $11.99	.....	.....	26	41	96	163	3	.....	8	25	29	61	123	4
$12 and over	.....	2	9	54	284	349	1	.....	1	14	11	28	54	.....
Total	52	137	162	172	475	998	13	547	950	914	566	733	3.710	94
Not reported	1	.....	.....	1	4	6	.....	9	12	7	6	7	41	2

PER CENT.

Under $3	7.69	2.92	2.47	0.58	0.42	1.50	.....	39.31	11.16	4.38	3.36	2.86	10.81	.....
$3 to $3.99	44.23	13.14	2.47	.58	.....	4.61	.....	38.03	25.37	9.41	5.12	3.55	15.90	.....
$4 to $4.99	34.62	35.03	5.55	.58	.....	7.62	.....	14.62	24.84	16.63	10.96	10.78	16.41	.....
$5 to $5.99	7.69	18.98	9.88	4.65	.63	5.71	.....	5.12	17.89	20.90	14.31	14.32	15.50	.....
$6 to $6.99	3.85	10.95	14.20	5.81	2.95	6.41	.....	2.56	10.74	17.83	20.14	16.92	13.93	.....
$7 to $7.99	1.92	10.95	19.14	7.56	3.16	7.52	.....	.18	5.26	13.46	19.26	16.92	10.97	.....
$8 to $9.99	.....	6.57	24.69	25.00	12.84	15.33	.....	.18	3.79	13.13	19.79	22.51	11.70	.....
$10 to $11.99	.....	.....	16.05	23.84	20.21	16.33	.....	.....	.84	2.73	5.12	8.32	3.32	.....
$12 and over	.....	1.46	5.55	31.40	59.79	34.97	.....	.....	.11	1.53	1.94	3.82	1.46	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Including team.

[2] Including 2 with teams.

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

POTTERY.

[Data are for 11 establishments located as follows: New Jersey 4, Pennsylvania 2, Ohio 4, Indiana 1.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	3	2	6	6	2	19	4	13	7	6	2	17	45	2
$3 to $3.99	12	20	5	2	10	49	1	21	26	23	10	25	105	5
$4 to $4.99	20	24	11	12	11	78	2	1	11	22	16	25	75	5
$5 to $5.99	10	27	10	11	29	87	1	4	25	28	7	48	112	1
$6 to $6.99	8	18	21	11	39	97	2	.....	16	17	13	20	66	2
$7 to $7.99	.....	13	25	18	39	95	1	.....	7	18	13	21	59	.....
$8 to $9.99	1	12	41	37	97	188	5	.....	3	25	19	43	90	.....
$10 to $11.99	.....	3	27	43	128	201	6	.....	3	7	5	24	39	.....
$12 and over	.....	2	30	102	692	826	10	.....	.....	6	15	28	49	.....
Total	54	121	176	242	1,047	1,640	32	39	98	152	100	251	640	15
Not reported	1	3	.....	3	16	23	2	1	.....	1	.....	.....	2	.....

PER CENT.

Under $3	5.56	1.65	3.41	2.48	0.19	1.16	.....	33.33	7.14	3.95	2.00	6.77	7.03	.....
$3 to $3.99	22.22	16.53	2.84	.83	.95	2.99	.....	53.85	26.53	15.13	10.00	9.96	16.41	.....
$4 to $4.99	37.04	19.84	6.25	4.96	1.05	4.76	.....	2.56	11.23	14.47	16.00	9.96	11.72	.....
$5 to $5.99	18.52	22.31	5.68	4.54	2.77	5.30	.....	10.26	25.51	18.42	7.00	19.12	17.50	.....
$6 to $6.99	14.81	14.88	11.93	4.54	3.73	5.91	.....	.....	16.33	11.18	13.00	7.97	10.31	.....
$7 to $7.99	.....	10.74	14.20	7.44	3.73	5.79	.....	.....	7.14	11.84	13.00	8.37	9.22	.....
$8 to $9.99	1.85	9.92	23.30	15.27	9.26	11.46	.....	.....	3.06	16.45	19.00	17.13	14.06	.....
$10 to $11.99	.....	2.48	15.34	17.77	12.23	12.26	.....	.....	3.06	4.61	5.00	9.56	6.09	.....
$12 and over	.....	1.65	17.05	42.15	66.09	50.37	.....	.....	.....	3.95	15.00	11.16	7.66	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

RUBBER AND ELASTIC GOODS.

[Data are for 3 establishments located in Connecticut.]

NUMBER.

Under $3	.....	.....	.....	3	4	7	.....	.....	1	1	2	3	7	.....
$3 to $3.99	2	.....	.....	1	1	4	.....	1	.....	4	1	1	7	.....
$4 to $4.99	2	3	.....	2	3	10	.....	3	.....	6	6	5	20	1
$5 to $5.99	1	9	4	2	.....	16	1	3	17	11	13	14	58	2
$6 to $6.99	1	12	5	1	5	24	.....	1	9	7	5	17	39	1
$7 to $7.99	.....	1	4	2	12	19	.....	1	5	10	14	12	42	1
$8 to $9.99	.....	1	22	29	98	150	1	1	2	14	12	29	58	.....
$10 to $11.99	.....	.....	5	15	71	91	1	.....	.....	4	6	21	31	.....
$12 and over	.....	.....	4	24	225	253	2	.....	1	.....	7	8	16	.....
Total	6	26	44	79	419	574	5	10	35	57	66	110	278	5
Not reported	.....	.....	.....	.....	6	6	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	.....	.....	.....	3.80	0.95	1.22	.....	.....	2.86	1.75	3.03	2.73	2.52	.....
$3 to $3.99	33.33	.....	.....	1.27	.24	.70	.....	10.00	.....	7.02	1.51	.91	2.52	.....
$4 to $4.99	33.33	11.54	.....	2.53	.72	1.74	.....	30.00	.....	10.53	9.09	4.55	7.19	.....
$5 to $5.99	16.67	34.61	9.09	2.53	.....	2.79	.....	30.00	48.57	19.30	19.70	12.73	20.86	.....
$6 to $6.99	16.67	46.15	11.37	1.27	1.19	4.18	.....	10.00	25.71	12.28	7.58	15.45	14.03	.....
$7 to $7.99	.....	3.85	9.09	2.53	2.86	3.31	.....	10.00	14.29	17.54	21.21	10.91	15.11	.....
$8 to $9.99	.....	3.85	50.00	36.71	23.39	26.13	.....	10.00	5.71	24.56	18.18	26.36	20.86	.....
$10 to $11.99	.....	.....	11.36	18.98	16.95	15.85	.....	.....	.....	7.02	9.09	19.09	11.15	.....
$12 and over	.....	.....	9.09	30.38	53.70	44.08	.....	.....	2.86	.....	10.61	7.27	5.76	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

SHIRTS, OVERALLS, AND UNDERWEAR.

[Data are for 8 establishments located as follows: Maryland 3, Louisiana 3, Illinois 1, Indiana 1.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	10	5	3	2	1	21	.....	175	116	52	29	31	403	3
$3 to $3.99	21	15	8	2	2	48	.....	97	166	118	50	56	487	5
$4 to $4.99	14	30	21	5	5	75	.....	34	144	199	109	129	615	7
$5 to $5.99	1	18	23	6	8	56	.....	14	123	191	182	169	679	12
$6 to $6.99	.....	11	27	10	15	63	.....	8	43	144	175	172	542	9
$7 to $7.99	.....	6	16	17	16	55	.....	4	14	104	92	129	343	5
$8 to $9.99	.....	3	24	32	57	116	.....	.....	11	45	58	96	210	1
$10 to $11.99	.....	1	7	23	42	73	.....	.....	1	8	11	18	38	.....
$12 and over	.....	.....	.....	17	113	130	.....	.....	.....	.....	.....	4	4	1
Total	46	89	129	114	259	637	.....	332	618	861	706	804	3,321	43
Not reported	.....	.....	1	.....	.....	1	.....	9	9	11	2	7	38	.....

PER CENT.

Under $3	21.74	5.62	2.33	1.76	0.38	3.30	.....	52.71	18.77	6.04	4.11	3.86	12.14	.....
$3 to $3.99	45.65	16.85	6.20	1.76	.77	7.54	.....	29.22	26.86	13.71	7.08	6.97	14.66	.....
$4 to $4.99	30.44	33.71	16.28	4.39	1.93	11.77	.....	10.24	23.30	23.11	15.44	16.04	18.52	.....
$5 to $5.99	2.17	20.23	17.83	5.26	3.09	8.79	.....	4.22	19.90	22.18	25.78	21.02	20.45	.....
$6 to $6.99	.....	12.36	20.93	8.77	5.79	9.89	.....	2.41	6.96	16.72	24.79	21.39	16.32	.....
$7 to $7.99	.....	6.74	12.40	14.91	6.18	8.63	.....	1.20	2.27	12.08	13.03	16.04	10.33	.....
$8 to $9.99	.....	3.37	18.60	28.07	22.01	18.21	.....	.....	1.78	5.23	8.21	11.94	6.32	.....
$10 to $11.99	.....	1.12	5.43	20.17	16.22	11.46	.....	.....	.16	.93	1.56	2.24	1.14	.....
$12 and over	.....	.....	.....	14.91	43.63	20.41	.....	.....	.....	.....	.....	.50	.12	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

STAMPED AND ENAMELED WARE.

[Data are for 16 establishments located as follows: Massachusetts 1, New York 1, New Jersey 1, Pennsylvania 2, Ohio 5, Illinois 2, Indiana 1, Wisconsin 3.]

NUMBER.

Under $3	11	38	26	17	39	131	25	18	43	30	12	11	114	31
$3 to $3.99	22	32	18	7	21	100	12	32	56	62	12	4	166	5
$4 to $4.99	38	46	14	10	24	132	13	21	118	96	46	22	303	8
$5 to $5.99	14	50	43	20	38	165	16	5	55	79	43	29	211	6
$6 to $6.99	9	50	74	29	58	220	11	1	45	76	43	44	209	1
$7 to $7.99	6	36	73	43	91	249	22	.....	19	56	34	22	131	.....
$8 to $9.99	6	59	120	134	362	681	33	1	13	71	43	28	156	1
$10 to $11.99	1	14	58	87	308	468	76	.....	3	35	24	19	81	.....
$12 and over	.....	9	69	154	650	882	92	.....	1	16	19	16	52	.....
Total	107	334	495	501	1,591	3,028	300	78	353	521	276	195	1,423	52
Not reported	2	14	20	17	38	91	.....	8	25	17	7	4	61	.....

PER CENT.

Under $3	10.28	11.38	5.25	3.39	2.45	4.33	.....	23.08	12.18	5.76	4.35	5.64	8.01	.....
$3 to $3.99	20.56	9.58	3.63	1.40	1.32	3.30	.....	41.03	15.87	11.90	4.35	2.05	11.67	.....
$4 to $4.99	35.51	13.77	2.83	2.00	1.51	4.36	.....	26.92	33.43	18.42	16.67	11.28	21.29	.....
$5 to $5.99	13.08	14.97	8.69	3.99	2.39	5.45	.....	6.41	15.58	15.16	15.58	14.87	14.83	.....
$6 to $6.99	8.41	14.97	14.95	5.79	3.65	7.26	.....	1.28	12.75	14.59	15.58	22.57	14.69	.....
$7 to $7.99	5.61	10.78	14.75	8.58	5.72	8.22	.....	1.28	5.38	10.75	12.32	11.28	9.21	.....
$8 to $9.99	5.61	17.67	24.24	26.75	22.75	22.49	.....	.....	3.68	13.63	15.58	14.36	10.96	.....
$10 to $11.99	.94	4.19	11.72	17.36	19.36	15.46	.....	.....	.85	6.72	8.69	9.74	5.69	.....
$12 and over	.....	2.69	13.94	30.74	40.85	29.13	.....	.....	.28	3.07	6.88	8.21	3.65	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VI.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Con.

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

[Data are for 22 establishments located as follows: New Jersey 1, Maryland 1, North Carolina 8, Ohio 4, Illinois 2, Michigan 2, Wisconsin 4.]

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	147	55	44	20	48	314	8	88	80	183	105	240	696	30
$3 to $3.99	106	48	57	31	64	306	8	50	89	196	122	295	752	42
$4 to $4.99	53	54	71	54	96	328	10	74	113	181	93	221	682	34
$5 to $5.99	39	44	75	60	141	359	21	16	77	168	89	148	498	6
$6 to $6.99	28	58	109	92	204	491	18	4	71	211	99	181	566	10
$7 to $7.99	3	22	53	54	159	291	27	4	63	142	78	173	460	7
$8 to $9.99	3	33	105	140	407	688	17	4	36	136	97	161	434	8
$10 to $11.99	.....	12	27	55	195	289	3	1	22	78	57	109	267	3
$12 and over	.....	.....	14	33	189	236	1	.....	2	17	23	67	109	1
Total	379	326	555	539	1,503	3,302	113	241	553	1,312	763	1,595	4,464	141
Not reported	12	7	9	14	63	105	.....	18	6	27	25	36	[1] 112	1

PER CENT.

Under $3	38.79	16.87	7.93	3.71	3.19	9.51	.....	36.51	14.47	13.95	13.76	15.05	15.59	.....
$3 to $3.99	27.97	14.72	10.27	5.75	4.26	9.27	.....	20.75	16.09	14.94	15.99	18.49	16.85	.....
$4 to $4.99	13.98	16.57	12.79	10.02	6.39	9.93	.....	30.71	20.43	13.80	12.19	13.86	15.28	.....
$5 to $5.99	10.29	13.50	13.51	11.13	9.38	10.87	.....	6.64	13.93	12.80	11.67	9.28	11.16	.....
$6 to $6.99	7.39	17.79	19.64	17.07	13.57	14.87	.....	1.66	12.84	16.08	12.98	11.35	12.68	.....
$7 to $7.99	.79	6.75	9.55	10.02	10.58	8.81	.....	1.66	11.39	10.82	10.22	10.85	10.30	.....
$8 to $9.99	.79	10.12	18.92	25.97	27.08	20.84	.....	1.66	6.51	10.37	12.71	10.09	9.72	.....
$10 to $11.99	.....	3.68	4.87	10.21	12.97	8.75	.....	.41	3.98	5.94	7.47	6.83	5.98	.....
$12 and over	.....	.....	2.52	6.12	12.58	7.15	.....	.....	.36	1.30	3.01	4.20	2.44	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

WOOLEN AND WORSTED GOODS.

[Data for 46 establishments located as follows: Maine 6, Massachusetts 7, Rhode Island 4, New Jersey 4, Pennsylvania 4, North Carolina 4, Georgia 4, Ohio 5, Illinois 3, Indiana 3, Michigan 2.]

NUMBER.

Under $3	47	28	15	18	45	153	15	106	57	40	21	47	271	7
$3 to $3.99	60	33	11	8	20	132	1	127	101	54	20	52	354	2
$4 to $4.99	119	77	35	15	35	281	6	124	141	152	50	97	564	12
$5 to $5.99	74	102	57	30	99	362	4	66	181	250	122	257	876	14
$6 to $6.99	47	117	111	49	186	510	9	33	285	420	178	325	1,241	4
$7 to $7.99	6	70	104	106	372	658	12	10	131	284	148	180	753	11
$8 to $9.99	2	41	163	210	922	1,338	23	9	82	256	186	294	827	15
$10 to $11.99	2	7	76	159	653	897	22	2	17	72	71	166	328	22
$12 and over	.....	2	49	167	1,432	1,650	18	.....	5	23	44	106	178	6
Total	357	477	621	762	3,764	5,981	110	477	1,000	1,551	840	1,524	5,392	93
Not reported	5	8	10	5	27	55	14	6	14	20	8	18	66	17

PER CENT.

Under $3	13.17	5.87	2.41	2.36	1.20	2.56	.....	22.22	5.70	2.58	2.50	3.08	5.03	.....
$3 to $3.99	16.80	6.92	1.77	1.05	.53	2.20	.....	26.62	10.10	3.48	2.38	3.41	6.56	.....
$4 to $4.99	33.33	16.14	5.64	1.97	.93	4.70	.....	25.99	14.10	9.80	5.95	6.37	10.46	.....
$5 to $5.99	20.73	21.38	9.18	3.93	2.63	6.05	.....	13.84	18.10	16.12	14.53	16.86	16.25	.....
$6 to $6.99	13.17	24.53	17.87	6.43	4.94	8.53	.....	6.92	28.50	27.08	21.19	21.33	23.02	.....
$7 to $7.99	1.68	14.67	16.75	13.91	9.88	11.00	.....	2.10	13.10	18.31	17.62	11.81	13.96	.....
$8 to $9.99	.56	8.60	26.25	27.56	24.50	22.37	.....	1.89	8.20	16.51	22.14	19.29	15.34	.....
$10 to $11.99	.56	1.47	12.24	20.87	17.35	15.00	.....	.42	1.70	4.64	8.45	10.89	6.08	.....
$12 and over	.....	.42	7.89	21.92	38.04	27.59	.....	.....	.50	1.48	5.24	6.96	3.30	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Including 13 beginners receiving no pay.

TABLE VII.—PER CENT OF MALES AND FEMALES IN SPECIFIED AGE GROUPS EARNING LESS THAN $4, $6, $8, AND $10 IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY.

[The data included in this table cover all the employees of the establishments investigated who furnished information as to sex, age, and earnings. The time covered is an actual week in the period December 1908, to April, 1909, taken as generally representative of normal conditions.]

CANNING AND PRESERVING: Fruits and vegetables.

[Data are for 4 establishments located as follows: New Jersey 1, Pennsylvania 3.]

Age group.	Males.						Females.					
	Number.	Per cent.	Per cent of total in age group earning—				Number.	Per cent.	Per cent of total in age group earning—			
			Under $4.	Under $6.	Under $8.	Under $10.			Under $4.	Under $6.	Under $8.	Under $10.
Under 16 years...	5	1.30	.....	100.00	100.00	100.00	44	6.50	63.60	97.70	100.00	100.00
16 and 17 years...	23	6.00	4.40	52.20	100.00	100.00	184	27.20	27.70	77.20	96.70	100.00
18 to 20 years.....	46	12.00	.....	4.50	30.40	87.00	178	26.30	3.40	59.00	96.60	100.00
21 to 24 years.....	58	15.10	1.70	1.70	8.60	60.40	109	16.10	5.50	47.70	88.10	99.10
25 years and over.	251	65.60	1.20	1.60	4.00	33.50	162	23.90	8.60	67.30	93.20	97.50
Total.....	383	100.00	3.90	6.50	14.90	48.80	677	100.00	15.50	66.60	94.80	99.30

CANNING AND PRESERVING: Oysters.

[Data are for 4 establishments located as follows: Maryland 3, Louisiana 1.]

Under 16 years...	8	4.65	25.00	87.50	100.00	100.00	13	6.91	100.00	100.00	100.00	100.00
16 and 17 years...	12	6.98	16.67	66.67	100.00	100.00	20	10.64	85.00	100.00	100.00	100.00
18 to 20 years.....	10	5.81	10.00	40.00	80.00	100.00	42	22.34	83.34	100.00	100.00	100.00
21 to 24 years.....	14	8.14	42.86	50.00	57.14	92.86	20	10.64	40.00	95.00	100.00	100.00
25 years and over.	128	74.42	39.06	52.34	64.06	81.25	93	49.47.	47.31	100.00	100.00	100.00
Total.....	[1]172	100.00	35.46	54.07	68.60	85.46	188	100.00	62.23	99.46	100.00	100.00

CANS AND BOXES, TIN.

[Data are for 8 establishments located as follows: New York 1, Maryland 2, Louisiana 2, Illinois 2, Michigan 1.]

Under 16 years...	84	8.83	50.00	98.81	100.00	100.00	32	10.06	46.88	90.63	96.88	100.00
16 and 17 years ..	125	13.14	15.20	56.80	83.20	96.80	61	19.18	32.78	85.24	98.36	100.00
18 to 20 years.....	160	16.83	8.74	28.12	55.00	84.38	109	34.28	20.18	54.13	87.16	100.00
21 to 24 years.....	141	14.83	8.51	14.89	31.20	60.99	71	22.33	19.72	43.67	73.24	92.96
25 years and over.	441	46.37	6.35	15.42	25.85	40.82	45	14.15	13.33	51.11	71.11	88.89
Total.....	[2]951	100.00	12.09	30.29	45.64	63.73	[3]318	100.00	24.22	61.01	84.91	96.86

CIGAR BOXES.

[Data are for 14 establishments located as follows: Massachusetts 2, Pennsylvania 1, Maryland 3, Florida 2, Louisiana 2, Ohio 2, Michigan 1, Wisconsin 1.]

Under 16 years...	42	11.38	52.39	83.34	95.24	100.00	46	9.42	58.69	86.96	100.00	100.00
16 and 17 years...	35	9.48	31.44	65.72	77.14	94.28	107	21.93	31.78	77.58	95.34	96.27
18 to 20 years.....	59	15.99	5.09	20.34	44.07	69.49	105	21.52	26.66	70.48	86 67	96.19
21 to 24 years.....	58	15.72	3.44	8.61	13.79	37.93	112	22.95	16.07	60.72	87.50	99.11
25 years and over.	175	47.43	1.14	7.42	13.14	28.00	118	24.18	22.04	55.09	79.66	93.22
Total.....	[4]369	100.00	10.84	23.84	33.60	50.67	[5]488	100.00	27.26	67.63	88.32	96.52

[1] Not including 1 for whom full report was not received.
[2] Not including 68 for whom full reports were not received.
[3] Not including 41 for whom full reports were not received.
[4] Not including 4 for whom full reports were not received.
[5] Not including 18 for whom full reports were not received.

TABLE VII.—PER CENT OF MALES AND FEMALES IN SPECIFIED AGE GROUPS EARNING LESS THAN $4, $6, $8, AND $10 IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CIGARETTES.

[Data are for 6 establishments located as follows: Massachusetts 3, New York 1, North Carolina 1, Louisiana 1.]

Age group.	Males.						Females.					
	Number.	Per cent.	Per cent of total in age group earning—				Number.	Per cent.	Per cent of total in age group earning—			
			Under $4.	Under $6.	Under $8.	Under $10.			Under $4.	Under $6.	Under $8.	Under $10.
Under 16 years...	32	6.14	34.38	93.76	100.00	100.00	71	5.00	33.80	80.28	98.59	100.00
16 and 17 years...	29	5.57	13.80	51.73	82.76	100.00	279	19.63	15.41	54.48	90.68	98.92
18 to 20 years.....	65	12.48	3.08	15.39	55.39	73.85	421	29.63	8.08	36.82	81.24	95.25
21 to 24 years.....	98	18.81	.....	13.26	31.63	52.04	280	19.70	7.85	28.56	71.06	93.92
25 years and over.	297	57.00	2.02	5.72	21.21	36.36	370	26.04	12.70	32.43	72.16	89.46
Total.....	[1] 521	100.00	4.42	16.32	35.70	51.44	[2] 1,421	100.00	11.96	39.69	79.59	94.44

CIGARS.

[Data are for 58 establishments located as follows: Maine 2, Massachusetts 3, Rhode Island 2, Connecticut 2, New York 3, New Jersey 3, Pennsylvania 9, Maryland 4, North Carolina 1, Florida 12, Louisiana 2, Ohio 9, Illinois 3, Indiana 3, Michigan 1.]

Under 16 years...	94	1.95	42.55	75.53	81.91	88.29	864	9.88	57.18	88.31	97.22	99.65
16 and 17 years...	257	5.34	12.06	32.29	53.69	67.70	1,891	21.61	28.98	67.96	89.80	96.99
18 to 20 years.....	543	11.27	3.50	13.44	26.89	44.94	2,761	31.56	13.33	42.63	77.33	92.03
21 to 24 years.....	796	16.53	2.76	4.52	10.18	20.73	1,460	16.69	9.86	32.19	66.30	86.71
25 years and over.	3,126	64.91	1.92	4.25	8.83	17.50	1,773	20.26	14.16	39.88	66.16	81.56
Total.....	[3] 4,816	100.00	3.57	8.22	14.91	25.19	[4] 8,749	100.00	20.63	50.31	77.88	90.84

CLOCKS AND WATCHES.

[Data are for 5 establishments located as follows: Connecticut 3, Illinois 1, Indiana 1.]

Under 16 years...	53	2.81	56.60	84.90	96.22	98.11	19	2.30	57.89	78.95	94.74	100.00
16 and 17 years...	113	6.00	23.01	53.98	79.64	91.15	110	13.33	26.36	70.91	96.36	100.00
18 to 20 years.....	208	11.04	5.78	17.79	40.87	67.31	240	29.09	9.17	42.92	82.50	98.75
21 to 24 years.....	301	15.98	1.00	5.32	17.95	36.55	196	23.76	10.71	35.20	75.51	95.92
25 years and over.	1,209	64.17	.33	1.90	8.11	21.26	260	31.52	2.30	23.45	60.38	89.61
Total.....	[5] 1,884	100.00	3.98	9.66	20.06	35.14	[6] 825	100.00	10.78	39.51	76.00	95.39

CONFECTIONERY.

[Data are for 48 establishments located as follows: Maine 3, Massachusetts 10, Rhode Island 1, New York 5, New Jersey 1, Pennsylvania 4, Maryland 3, Georgia 3, Louisiana 1, Ohio 6, Illinois 3, Indiana 4, Wisconsin 4.]

Under 16 years...	88	5.16	68.18	93.18	100.00	100.00	563	16.05	75.49	98.22	99.82	100.00
16 and 17 years...	156	9.16	25.64	63.47	89.11	97.44	997	28.42	35.61	82.15	94.99	99.20
18 to 20 years.....	259	15.20	9.65	35.52	69.50	88.03	903	25.74	20.60	64.02	87.16	94.02
21 to 24 years.....	303	17.78	6.27	19.47	41.58	65.68	513	14.62	12.87	51.66	80.12	91.81
25 years and over.	898	52.70	1.56	8.69	19.71	34.41	532	15.17	12.03	45.31	72.38	88.73
Total.....	[7] 1,704	100.00	9.28	24.07	41.67	57.28	[8] 3,508	100.00	31.24	70.01	88.15	95.33

[1] Not including 1 for whom full report was not received.
[2] Not including 8 for whom full reports were not received.
[3] Not including 99 for whom full reports were not received.
[4] Not including 894 for whom full reports were not received.
[5] Not including 94 for whom full reports were not received.
[6] Not including 46 for whom full reports were not received.
[7] Not including 174 for whom full reports were not received.
[8] Not including 125 for whom full reports were not received.

TABLE VII.—PER CENT OF MALES AND FEMALES IN SPECIFIED AGE GROUPS EARNING LESS THAN $4, $6, $8, AND $10, IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

CORE MAKERS.

[Data are for 7 establishments located as follows: Pennsylvania 4, Illinois 2, Indiana 1.]

Age group.	Males.						Females.					
	Number.	Per cent.	Per cent of total in age group earning—				Number.	Per cent.	Per cent of total in age group earning—			
			Under $4.	Under $6.	Under $8.	Under $10.			Under $4.	Under $6.	Under $8.	Under $10.
Under 16 years...	3	4.76	.....	100.00	100.00	100.00	.....	.....	.....	.....	.....	.....
16 and 17 years...	4	6.35	25.00	25.00	100.00	100.00	61	16.58	9.84	29.51	67.22	80.33
18 to 20 years.....	14	22.22	.....	7.14	50.00	100.00	189	51.36	1.59	24.34	69.31	89.42
21 to 24 years.....	12	19.05	.....	8.33	41.66	75.00	80	21.74	1.25	16.25	55.00	83.75
25 years and over.	30	47.62	.....	3.33	9.99	23.33	38	10.32	5.26	23.68	39.47	50.00
Total.....	[1]63	100.00	1.59	11.11	34.92	58.73	[2]368	100.00	3.26	23.37	62.77	82.61

CORSETS.

[Data are for 9 establishments located as follows: Connecticut 6, New Jersey 1, Illinois 1, Michigan 1.]

Under 16 years...	11	2.19	45.46	72.73	100.00	100.00	302	8.19	50.00	86.10	99.01	99.67
16 and 17 years...	41	8.15	7.32	36.59	60.97	95.12	599	16.23	18.53	53.75	84.81	96.83
18 to 20 years.....	51	10.14	.....	5.88	23.53	56.86	830	22.49	11.32	38.67	71.08	92.29
21 to 24 years.....	92	18.29	.....	1.09	7.61	35.87	614	16.64	7.66	24.76	54.07	87.46
25 years and over.	308	61.23	.....	.65	1.29	7.14	1,345	36.45	10.27	26.40	53.68	80.07
Total.....	[3]503	100.00	1.59	5.76	11.73	26.64	[4]3,690	100.00	14.66	38.22	66.43	88.38

CRACKERS AND BISCUITS.

[Data for 32 establishments located as follows: Maine 1, Massachusetts 4, New York 3, Pennsylvania 7, Maryland 1, Georgia 2, Louisiana 3, Ohio 5, Illinois 3, Indiana 3.]

Under 16 years...	58	4.12	34.49	84.49	98.28	100.00	235	11.40	77.02	97.02	100.00	100.00
16 and 17 years...	113	8.02	10.63	53.99	90.27	98.23	554	26.87	38.63	88.81	98.20	99.64
18 to 20 years.....	192	13.64	4.16	14.06	48.95	77.60	639	30.99	15.49	64.47	89.82	99.37
21 to 24 years.....	243	17.26	1.23	4.11	16.87	46.09	339	16.44	10.03	43.36	75.81	95.28
25 years and over.	802	56.96	.26	1.01	6.36	19.95	295	14.30	9.83	43.73	72.20	90.84
Total.....	[5]1,408	100.00	3.20	11.01	24.50	41.90	[6]2,062	100.00	27.02	68.29	88.41	97.62

HARDWARE AND METAL SPECIALITIES.

[Data are for 7 establishments located in Connecticut.]

Under 16 years...	71	2.33	28.17	80.28	97.18	100.00	67	6.28	46.27	79.11	98.51	100.00
16 and 17 years...	134	4.39	7.46	39.55	76.86	91.79	197	18.46	18.78	69.04	92.89	100.00
18 to 20 years.....	354	11.60	3.11	13.84	41.24	77.12	407	38.15	12.28	62.40	90.41	99.50
21 to 24 years.....	499	16.36	2.20	6.40	26.05	54.91	162	15.18	11.73	59.88	89.50	99.38
25 years and over.	1,993	65.32	1.35	3.41	12.44	34.27	234	21.93	11.54	48.72	83.34	97.01
Total.....	[7]3,051	100.00	2.59	8.49	22.82	46.68	[8]1,067	100.00	15.37	61.30	89.70	99.07

[1] Not including 12 for whom full reports were not received.
[2] Not including 18 for whom full reports were not received.
[3] Not including 124 for whom full reports were not received.
[4] Not including 275 for whom full reports were not received.
[5] Not including 131 for whom full reports were not received.
[6] Not including 109 for whom full reports were not received.
[7] Not including 89 for whom full reports were not received.
[8] Not including 20 for whom full reports were not received.

TABLE VII.—PER CENT OF MALES AND FEMALES IN SPECIFIED AGE GROUPS EARNING LESS THAN $4, $6, $8, AND $10 IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

HOSIERY AND KNIT GOODS.

[Data are for 65 establishments located as follows: Maine 2, Massachusetts 7, Rhode Island 7, Connecticut 4, New York 7, New Jersey 3, Pennsylvania 5, North Carolina 3, Georgia 7, Louisiana 1, Ohio 6, Illinois 4, Indiana 3, Michigan 3, Wisconsin 3.]

Age group.	Males.						Females.					
	Number.	Per cent.	Per cent of total in age group earning—				Number.	Per cent.	Per cent of total in age group earning—			
			Under $4.	Under $6.	Under $8.	Under $10.			Under $4.	Under $6.	Under $8.	Under $10.
Under 16 years...	329	11.51	53.80	86.32	98.17	99.39	1,065	10.40	54.93	87.13	97.08	99.43
16 and 17 years...	311	10.88	19.29	56.91	85.85	96.46	1,927	18.81	24.03	63.68	88.85	97.67
18 to 20 years.....	448	15.67	3.13	18.08	51.34	79.91	2,649	25.86	10.31	40.50	74.52	91.85
21 to 24 years.....	422	14.77	2.14	6.88	22.04	50.71	2,098	20.48	5.77	25.70	60.49	83.08
25 years and over.	1,348	47.17	1.19	3.57	13.43	34.57	2,504	24.45	6.67	27.36	55.96	78.16
Total.....	[1] 2,858	100.00	9.66	21.66	38.28	58.26	[2] 10,243	100.00	15.71	43.47	72.15	88.59

JEWELRY.

[Data are for 5 establishments located in Rhode Island.]

Under 16 years...	10	3.88	40.00	90.00	100.00	100.00	18	9.84	38.89	94.44	100.00	100.00
16 and 17 years...	42	16.28	9.52	40.47	83.33	100.00	36	19.67	22.22	66.66	97.22	100.00
18 to 20 years.....	60	23.25	6.66	23.32	51.66	71.66	41	22.40	19.51	41.46	90.24	100.00
21 to 24 years.....	46	17.83	.....	6.52	17.39	36.96	42	22.95	4.76	21.43	54.76	80.95
25 years and over.	100	38.76	.....	2.00	5.00	11.00	46	25.14	2.17	22.61	58.69	78.26
Total.....	[3] 258	100.00	4.65	12.80	34.50	47.68	[4] 183	100.00	14.21	44.81	76.50	90.16

NEEDLES AND PINS.

[Data are for 3 establishments located in Connecticut.]

Under 16 years...	30	3.76	10.00	46.67	90.00	93.33	63	10.16	34.92	74.61	96.83	100.00
16 and 17 years...	45	5.65	.....	26.67	75.56	88.89	130	20.97	8.46	46.15	80.77	99.23
18 to 20 years.....	97	12.17	3.09	8.24	40.20	59.79	170	27.42	2.94	31.76	70.00	99.41
21 to 24 years.....	119	14.93	.84	.84	11.76	28.57	129	20.81	5.43	23.26	51.94	95.35
25 years and over.	506	63.49	.59	2.37	5.73	14.62	128	20.64	5.47	25.00	60.16	96.10
Total.....	[5] 797	100.00	1.25	5.89	17.93	29.35	[6] 620	100.00	8.39	35.97	69.20	97.91

NUTS, BOLTS, AND SCREWS.

[Data are for 6 establishments located as follows: Pennsylvania 2, Ohio 4.]

Under 16 years...	47	14.46	38.29	76.59	89.36	95.74	81	12.61	65.44	96.30	97.53	100.00
16 and 17 years...	19	5.85	15.79	47.37	89.47	100.00	128	19.94	36.72	75.78	98.44	100.00
18 to 20 years.....	44	13.54	9.09	25.00	54.55	79.55	222	34.58	17.11	62.16	92.79	99.55
21 to 24 years.....	59	18.15	8.48	10.18	37.29	72.89	121	18.85	11.58	52.90	90.08	100.00
25 years and over.	156	48.00	1.28	7.05	17.95	63.46	90	14.02	25.56	72.23	93.34	98.89
Total.....	[7] 325	100.00	9.85	22.47	40.93	74.16	[8] 642	100.00	27.26	68.85	94.08	99.69

[1] Not including 153 for whom full reports were not received.
[2] Not including 577 for whom full reports were not received.
[3] Not including 33 for whom full reports were not received.
[4] Not including 7 for whom full reports were not received.
[5] Not including 13 for whom full reports were not received.
[6] Not including 6 for whom full reports were not received.
[7] Not including 8 for whom full reports were not received.
[8] Not including 14 for whom full reports were not received.

TABLE VII.—PER CENT OF MALES AND FEMALES IN SPECIFIED AGE GROUPS EARNING LESS THAN $4, $6, $8, AND $10, IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Continued.

PAPER BOXES.

[Data are for 56 establishments located as follows: Maine 6, Massachusetts 3, Rhode Island 4, Connecticut 2, New York 9, New Jersey 4, Pennsylvania 3, Maryland 4, North Carolina 1, Georgia 2, Louisiana 3, Ohio 5, Illinois 4, Indiana 5, Michigan 1.]

Age group.	Males.						Females.					
	Number.	Per cent.	Per cent of total in age group earning—				Number.	Per cent.	Per cent of total in age group earning—			
			Under $4.	Under $6.	Under $8.	Under $10.			Under $4.	Under $6.	Under $8.	Under $10.
Under 16 years...	52	5.21	51.92	94.23	100.00	100.00	547	14.74	77.34	97.08	99.82	100.00
16 and 17 years...	137	13.73	16.06	70.07	91.97	98.54	950	25.61	36.53	79.26	95.26	99.05
18 to 20 years.....	162	16.23	4.94	20.37	53.71	78.40	914	24.64	13.79	51.32	82.61	95.74
21 to 24 years.....	172	17.23	1.16	6.39	19.76	44.76	566	15.25	8.48	33.75	73.15	92.94
25 years and over.	475	47.60	.42	1.05	7.16	20.00	733	19.76	6.41	31.51	65.35	87.86
Total.....	[1] 998	100.00	6.11	19.44	33.37	48.70	[2] 3,710	100.00	26.71	58.62	83.52	95.22

POTTERY.

[Data are for 11 establishments located as follows: New Jersey 4, Pennsylvania 2, Ohio 4, Indiana 1.]

Under 16 years...	54	3.29	27.78	83.34	98.15	100.00	39	6.09	87.18	100.00	100.00	100.00
16 and 17 years....	121	7.38	18.18	60.33	85.95	95.87	98	15.31	33.67	70.41	93.88	96.94
18 to 20 years.....	176	10.73	6.25	18.18	44.31	67.61	152	23.75	19.08	51.97	74.99	91.44
21 to 24 years.....	242	14.76	3.31	12.81	24.79	40.08	100	15.63	12.00	35.00	61.00	80.00
25 years and over.	1.047	63.84	1.14	4.96	12.42	21.68	251	39.22	16.73	45.81	62.15	79.28
Total.....	[3] 1,640	100.00	4.15	14.21	25.91	37.37	[4] 640	100.00	23.44	52.66	72.19	86.25

RUBBER AND ELASTIC GOODS.

[Data are for 3 establishments located in Connecticut.]

Under 16 years...	6	1.04	33.33	83.33	100.00	100.00	10	3.60	10.00	70.00	90.00	100.00
16 and 17 years...	26	4.53	.....	46.15	96.15	100.00	35	12.59	2.86	51.43	91.43	97.14
18 to 20 years.....	44	7.67	.....	9.09	29.55	79.55	57	20.50	8.77	38.60	68.42	92.98
21 to 24 years.....	79	13.76	5.07	10.13	13.93	50.64	66	23.74	4.54	33.33	62.12	80.30
25 years and over.	419	73.00	1.19	1.91	5.96	29.35	110	39.57	3.64	20.92	47.28	73.64
Total.....	[5] 574	100.00	1.92	6.45	13.94	40.07	[6] 278	100.00	5.04	33.09	62.23	83.09

SHIRTS, OVERALLS, AND UNDERWEAR.

[Data are for 8 establishments located as follows: Maryland 3, Louisiana 3, Illinois 1, Indiana 1.]

Under 16 years...	46	7.22	67.39	100.00	100.00	100.00	332	10.00	81.93	96.39	100.00	100.00
16 and 17 years...	89	13.97	22.47	76.41	95.51	98.88	618	18.61	45.63	88.83	98.06	99.84
18 to 20 years.....	129	20.25	8.53	42.64	75.97	94.57	861	25.92	19.75	65.04	93.84	99.07
21 to 24 years.....	114	17.90	3.52	13.17	36.85	64.92	706	21.26	11.19	52.41	90.23	98.44
25 years and over.	259	40.66	1.15	6.17	18.14	40.15	804	24.21	10.83	47.89	85.32	97.26
Total.....	[7] 637	100.00	10.84	31.40	49.92	68.13	[8] 3,321	100.00	26.80	65.77	92.42	98.74

[1] Not including 19 for whom full reports were not received.
[2] Not including 137 for whom full reports were not received.
[3] Not including 57 for whom full reports were not received.
[4] Not including 17 for whom full reports were not received.
[5] Not including 11 for whom full reports were not received.
[6] Not including 5 for whom full reports were not received.
[7] Not including 1 for whom full report was not received.
[8] Not including 81 for whom full reports were not received.

TABLE VII.—PER CENT OF MALES AND FEMALES IN SPECIFIED AGE GROUPS EARNING LESS THAN $4, $6, $8, AND $10 IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY—Concluded.

STAMPED AND ENAMELED WARE.

[Data are for 16 establishments located as follows: Massachusetts 1, New York 1, New Jersey 1, Pennsylvania 2, Ohio 5, Illinois 2, Indiana 1, Wisconsin 3.]

Age group.	Males.						Females.					
	Number.	Per cent.	Per cent of total in age group earning—				Number.	Per cent.	Per cent of total in age group earning—			
			Under $4.	Under $6.	Under $8.	Under $10.			Under $4.	Under $6.	Under $8.	Under $10.
Under 16 years...	107	3.53	30.84	79.43	93.45	99.06	78	5.48	64.11	97.44	100.00	100.00
16 and 17 years...	334	11.03	20.96	49.70	75.45	93.12	353	24.81	28.05	77.06	95.19	98.87
18 to 20 years.....	495	16.35	8.88	20.40	50.10	74.34	521	36.61	17.66	51.24	76.58	90.21
21 to 24 years.....	501	16.55	4.79	10.78	25.15	51.90	276	19.40	8.70	40.95	68.85	84.43
25 years and over.	1,591	52.54	3.77	7.67	17.04	39.79	195	13.70	7.69	33.84	67.69	82.05
Total.....	[1] 3,028	100.00	7.63	17.44	32.92	55.41	[2] 1,423	100.00	19.68	55.80	79.70	90.66

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

[Data are for 22 establishments located as follows: New Jersey 1, Maryland 1, North Carolina 8, Ohio 4, Illinois 2, Michigan 2, Wisconsin 4.]

Under 16 years...	379	11.48	66.76	91.03	99.21	100.00	241	5.40	57.26	94.61	97.93	99.59
16 and 17 years...	326	9.87	31.59	61.66	86.20	96.32	553	12.39	30.56	64.92	89.15	95.66
18 to 20 years.....	555	16.81	18.20	44.50	73.69	92.61	1,312	29.39	28.89	55.49	82.39	92.76
21 to 24 years.....	539	16.32	9.46	30.61	57.70	83.67	763	17.09	29.75	53.61	76.81	89.52
25 years and over.	1,503	45.52	7.45	23.22	47.37	74.45	1,595	35.73	33.54	56.68	78.88	88.97
Total.....	[3] 3,302	100.00	18.78	39.58	63.26	84.10	[4] 4,464	100.00	32.44	58.88	81.86	91.58

WOOLEN AND WORSTED GOODS.

[Data are for 46 establishments located as follows: Maine 6, Massachusetts 7, Rhode Island 4, New Jersey 4, Pennsylvania 4, North Carolina 4, Georgia 4, Ohio 5, Illinois 3, Indiana 3, Michigan 2.]

Under 16 years...	357	5.97	29.97	84.03	98.88	99.44	477	8.85	48.84	88.67	97.69	99.58
16 and 17 years...	477	7.98	12.79	50.31	89.51	98.11	1,000	18.55	15.80	48.00	89.60	97.80
18 to 20 years.....	621	10.38	4.18	19.00	53.62	79.87	1,551	28.76	6.06	31.98	77.37	93.88
21 to 24 years.....	762	12.74	3.41	9.31	29.65	57.21	840	15.58	4.88	25.36	64.17	86.31
25 years and over.	3,764	62.93	1.73	5.29	20.11	44.61	1,524	28.26	6.49	29.72	62.86	82.15
Total.....	[5] 5,981	100.00	4.76	15.51	35.04	57.41	[6] 5,392	100.00	11.59	38.30	75.28	90.62

[1] Not including 391 for whom full reports were not received.
[2] Not including 113 for whom full reports were not received.
[3] Not including 218 for whom full reports were not received.
[4] Not including 254 for whom full reports were not received.
[5] Not including 179 for whom full reports were not received.
[6] Not including 176 for whom full reports were not received.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES.

[The data included in this table covered all the employees of the establishments investigated who furnished information as to sex, age, and earnings. The time covered is an actual week in the period, December, 1908, to April, 1909, taken as generally representative of normal conditions.]

CANNING AND PRESERVING: FRUITS AND VEGETABLES.

NEW JERSEY

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3									2		1	6	9	
$3 to $3.99					3	3					1	2	3	
$4 to $4.99					1	1			1	2	1	1	5	
$5 to $5.99									1	9	5	38	53	
$6 to $6.99		1				1			3	2	4	10	19	
$7 to $7.99		6	1	1	4	12				3	1	2	6	
$8 to $9.99			11	4	4	19					1	1	2	
$10 to $11.99			2	9	44	55						1	1	
$12 and over			2	3	45	50								
Total		7	16	17	101	141			7	16	14	61	98	

PER CENT.

Under $3									28.57		7.14	9.84	9.19	
$3 to $3.99					2.97	2.13					7.14	3.28	3.06	
$4 to $4.99					.99	.71			14.29	12.50	7.14	1.64	5.10	
$5 to $5.99									14.29	56.25	35.72	62.29	54.08	
$6 to $6.99		14.29				.71			42.85	12.50	28.58	16.39	19.39	
$7 to $7.99		85.71	6.25	5.88	3.96	8.51				18.75	7.14	3.28	6.12	
$8 to $9.99			68.75	23.53	3.96	13.47					7.14	1.64	2.04	
$10 to $11.99			12.50	52.94	43.56	39.01						1.64	1.02	
$12 and over			12.50	17.65	44.56	35.46								
Total		100.00	100.00	100.00	100.00	100.00			100.00	100.00	100.00	100.00	100.00	

PENNSYLVANIA.

NUMBER.

Under $3								2		1			3	
$3 to $3.99		1		1		2		26	49	5	4	6	90	
$4 to $4.99	4	5				9		11	50	33	15	16	125	
$5 to $5.99	1	7	2			10		4	39	55	25	40	163	
$6 to $6.99		3	9	2		14			25	43	27	24	119	
$7 to $7.99			2	1	2	5		1	8	20	12	6	47	
$8 to $9.99			15	26	70	111			6	5	11	6	28	
$10 to $11.99			2	6	32	40						3	3	
$12 and over				5	46	51					1		1	
Total	5	16	30	41	150	242		44	177	162	95	101	579	
Not reported								1		1	1	1	4	

PER CENT.

Under $3								4.55		0.62			0.52	
$3 to $3.99		6.25		2.44		0.83		59.09	27.68	3.09	4.21	5.94	15.54	
$4 to $4.99	80.00	31.25				3.72		25.00	28.25	20.37	15.79	15.84	21.59	
$5 to $5.99	20.00	43.75	6.67			4.13		9.09	22.03	33.95	26.32	39.61	28.15	
$6 to $6.99		18.75	30.00	4.88		5.78			14.13	26.54	28.42	23.76	20.55	
$7 to $7.99			6.67	2.44	1.33	2.07		2.27	4.52	12.34	12.63	5.94	8.12	
$8 to $9.99			50.00	63.41	46.67	45.87			3.39	3.09	11.58	5.94	4.84	
$10 to $11.99			6.66	14.63	21.33	16.53						2.97	.52	
$12 and over				12.20	30.67	21.07					1.05		.17	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CANNING AND PRESERVING: OYSTERS.

MARYLAND.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3		1	1	2	27	31	1	5	7	7	4	12	35	
$3 to $3.99	2			4	14	20		2	5	22	4	26	59	
$4 to $4.99	4	4	2	1	13	24			3	7	11	46	67	
$5 to $5.99	1	2			2	5						3	3	
$6 to $6.99	1	3			6	10								
$7 to $7.99			4	1	9	14								
$8 to $9.99			2	3	21	26								
$10 to $11.99				1	7	8								
$12 and over					15	15								
Total	8	10	9	12	114	153	1	7	15	36	19	87	164	
Not reported				1	4	5								

PER CENT.

Under $3		10.00	11.11	16.67	23.68	20.26		71.43	46.67	19.44	21.05	13.79	21.34	
$3 to $3.99	25.00		22.22	33.34	12.28	13.07		28.57	33.33	61.12	21.05	29.89	35.98	
$4 to $4.99	50.00	40.00		8.33	11.40	15.69			20.00	19.44	57.90	52.87	40.85	
$5 to $5.99	12.50	20.00			1.76	3.27						3.45	1.83	
$6 to $6.99	12.50	30.00			5.26	6.54								
$7 to $7.99			44.45	8.33	7.90	9.15								
$8 to $9.99			22.22	25.00	18.42	16.99								
$10 to $11.99				8.33	6.14	5.23								
$12 and over					13.16	9.80								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

LOUISIANA.

NUMBER.

Under $3		1			5	6		6	4	4		6	20	
$3 to $3.99					4	4			1	2			3	
$4 to $4.99			1		1	2								
$5 to $5.99					1	1								
$6 to $6.99		1				1								
$7 to $7.99											1		1	
$8 to $9.99				2	1	3								
$10 to $11.99														
$12 and over					2	2								
Total		2	1	2	14	19		6	5	6	1	6	24	
Not reported	13	2			6	21		20	1	1	5	26	53	

PER CENT.

Under $3		50.00			35.72	31.58		100.00	80.00	66.67		100.00	83.33	
$3 to $3.99					28.57	21.05			20.00	33.33			12.50	
$4 to $4.99			100.00		7.14	10.53								
$5 to $5.99					7.14	5.26								
$6 to $6.99		50.00				5.26								
$7 to $7.99											100.00		4.17	
$8 to $9.99				100.00	7.14	15.79								
$10 to $11.99														
$12 and over					14.29	10.53								
Total		100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CANS AND BOXES, TIN.

NEW YORK.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	2	.....	5	7	.....	.....	1	.....	.....	.....	1	.....
$3 to $3.99	.....	2	2	2	5	11	.....	.....	1	1	1	.....	3	.....
$4 to $4.99	.....	4	5	3	1	13	.....	.....	3	7	1	1	12	.....
$5 to $5.99	.....	6	8	2	2	18	.....	.....	2	5	2	1	10	.....
$6 to $6.99	.....	7	7	5	4	23	.....	.....	2	4	1	1	8	.....
$7 to $7.99	.....	1	3	6	7	17	.....	.....	1	5	2	.....	8	.....
$8 to $9.99	.....	4	8	12	15	39	.....	.....	.....	1	2	.....	3	.....
$10 to $11.99	.....	1	1	5	15	22	.....	.....	.....	.....	1	1	2	.....
$12 and over	.....	.....	1	9	57	67	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	25	37	44	111	217	.....	.....	10	23	10	4	47	.....
Not reported	.....	1	4	.....	1	6	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	.....	.....	5.41	.....	4.51	3.23	.....	.....	10.00	.....	.....	.....	2.13	.....
$3 to $3.99	.....	8.00	5.41	4.55	4.51	5.07	.....	.....	10.00	4.35	10.00	.....	6.38	.....
$4 to $4.99	.....	16.00	13.51	6.82	.90	5.99	.....	.....	30.00	30.43	10.00	25.00	25.53	.....
$5 to $5.99	.....	24.00	21.62	4.55	1.80	8.29	.....	.....	20.00	21.74	20.00	25.00	21.28	.....
$6 to $6.99	.....	28.00	18.92	11.36	3.60	10.60	.....	.....	20.00	17.39	10.00	25.00	17.02	.....
$7 to $7.99	.....	4.00	8.11	13.64	6.31	7.83	.....	.....	10.00	21.74	20.00	.....	17.02	.....
$8 to $9.99	.....	16.00	21.62	27.27	13.51	17.97	.....	.....	.....	4.35	20.00	.....	6.38	.....
$10 to $11.99	.....	4.00	2.70	11.36	13.51	10.14	.....	.....	.....	.....	10.00	25.00	4.26	.....
$12 and over	.....	.....	2.70	20.45	51.35	30.88	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

MARYLAND.

NUMBER.

Under $3	5	6	3	1	4	19	.....	4	10	9	5	5	33	.....
$3 to $3.99	1	1	4	4	10	20	.....	1	1	.....	3	.....	5	.....
$4 to $4.99	.....	4	2	3	26	35	.....	.....	.....	1	.....	2	3	.....
$5 to $5.99	.....	4	2	.....	6	12	.....	.....	.....	1	.....	.....	1	.....
$6 to $6.99	.....	.....	2	3	16	21	.....	.....	.....	.....	1	1	2	.....
$7 to $7.99	.....	.....	4	2	9	15	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	1	.....	2	15	18	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	1	11	12	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	31	31	.....	.....	.....	.....	.....	.....	.....	.....
Total	6	16	17	16	128	183	.....	5	11	11	9	8	44	.....

PER CENT.

Under $3	83.33	37.50	17.65	6.25	3.13	10.38	.....	80.00	90.91	81.82	55.56	62.50	75.00	.....
$3 to $3.99	16.67	6.25	23.52	25.00	7.81	10.93	.....	20.00	9.09	.....	33.33	.....	11.36	.....
$4 to $4.99	.....	25.00	11.77	18.75	20.31	19.12	.....	.....	.....	9.09	.....	25.00	6.82	.....
$5 to $5.99	.....	25.00	11.77	.....	4.69	6.56	.....	.....	.....	9.09	.....	.....	2.27	.....
$6 to $6.99	.....	.....	11.77	18.75	12.50	11.47	.....	.....	.....	.....	11.11	12.50	4.55	.....
$7 to $7.99	.....	.....	23.52	12.50	7.03	8.20	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	6.25	.....	12.50	11.72	9.84	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	6.25	8.59	6.56	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	24.22	16.94	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CANS AND BOXES, TIN—Continued.

LOUISIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	6		1		1	8		4	1			1	6	
$3 to $3.99	7	6	1	1		15		5	2	7	3		17	
$4 to $4.99	13	6	2		2	23		1	4	5	1	3	14	
$5 to $5.99	1	4	2		1	8		4	4	4	4	1	17	
$6 to $6.99	1	6	4	1	1	13		1		4	1		6	
$7 to $7.99		2	6	3	5	16				1	1		2	
$8 to $9.99		5	6	6	4	21		1			1		2	
$10 to $11.99		1	1	2	9	13								
$12 and over			3	5	12	20								
Total	28	30	26	18	35	137		16	11	21	11	5	64	
Not reported			2	2	1	5								

PER CENT.

Under $3	21.43		3.85		2.86	5.84		25.00	9.09			20.00	9.38	
$3 to $3.99	25.00	20.00	3.85	5.56		10.95		31.25	18.19	33.33	27.27		26.56	
$4 to $4.99	46.43	20.00	7.69		5.71	16.78		6.25	36.36	23.81	9.09	60.00	21.88	
$5 to $5.99	3.57	13.33	7.69		2.86	5.84		25.00	36.36	19.05	36.37	20.00	26.56	
$6 to $6.99	3.57	20.00	15.39	5.56	2.86	9.49		6.25		19.05	9.09		9.38	
$7 to $7.99		6.67	23.07	16.66	14.28	11.68				4.76	9.09		3.12	
$8 to $9.99		16.67	23.07	33.33	11.43	15.33		6.25			9.09		3.12	
$10 to $11.99		3.33	3.85	11.11	25.71	9.49								
$12 and over			11.54	27.78	34.29	14.60								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

ILLINOIS.

NUMBER.

Under $3										1			1	
$3 to $3.99									2		1		3	
$4 to $4.99		3	3			6			7	1		2	10	
$5 to $5.99		10	5	1		16			8	6	2	2	18	
$6 to $6.99		6	3	1		10			2	8	2	2	14	
$7 to $7.99		5	11	2	4	22			1	7	5	2	15	
$8 to $9.99		4	22	7	19	52			1	11	6	5	23	1
$10 to $11.99		1	9	13	37	60					1	2	3	
$12 and over			1	15	61	77						1	1	
Total		29	54	39	121	243			21	34	17	16	88	1
Not reported		1		1	2	4			1	9	7	5	22	

PER CENT.

Under $3										2.94			1.14	
$3 to $3.99									9.52		5.88		3.41	
$4 to $4.99		10.35	5.56			2.47			33.34	2.94		12.50	11.36	
$5 to $5.99		34.48	9.26	2.56		6.58			38.10	17.65	11.77	12.50	20.45	
$6 to $6.99		20.69	5.56	2.56		4.12			9.52	23.53	11.77	12.50	15.91	
$7 to $7.99		17.24	20.37	5.13	3.31	9.05			4.76	20.59	29.41	12.50	17.04	
$8 to $9.99		13.79	40.74	17.95	15.70	21.40			4.76	32.35	35.29	31.25	26.14	
$10 to $11.99		3.45	16.66	33.34	30.58	24.69					5.88	12.50	3.41	
$12 and over			1.85	38.46	50.41	31.69						6.25	1.14	
Total		100.00	100.00	100.00	100.00	100.00			100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CANS AND BOXES, TIN—Concluded.

MICHIGAN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	14	2	1	4	3	24	.....	.....	1	1	1	.....	3	.....
$3 to $3.99	9	2	.....	.....	.....	11	.....	1	1	3	.....	.....	5	.....
$4 to $4.99	18	4	.....	.....	1	23	.....	6	2	3	1	3	15	.....
$5 to $5.99	9	7	2	.....	1	19	.....	3	2	4	6	2	17	.....
$6 to $6.99	.....	3	2	.....	.....	5	.....	1	2	4	5	1	13	.....
$7 to $7.99	.....	3	1	.....	.....	4	.....	.....	.....	3	3	2	8	.....
$8 to $9.99	.....	3	11	15	13	42	.....	.....	.....	2	5	3	10	.....
$10 to $11.99	.....	1	5	3	13	22	.....	.....	.....	.....	2	.....	2	.....
$12 and over	.....	.....	4	2	15	21	.....	.....	.....	.....	1	1	2	.....
Total	50	25	26	24	46	171	.....	11	8	20	24	12	75	.....
Not reported	12	7	7	10	17	53	.....	2	4	3	5	4	18	.....

PER CENT.

Under $3	28.00	8.00	3.85	16.67	6.53	14.04	.....	.....	12.50	5.00	4.17	.....	4.00	.....
$3 to $3.99	18.00	8.00	.....	.....	.....	6.43	.....	9.09	12.50	15.00	.....	.....	6.66	.....
$4 to $4.99	36.00	16.00	.....	.....	2.17	13.45	.....	54.55	25.00	15.00	4.17	25.00	20.00	.....
$5 to $5.99	18.00	28.00	7.69	.....	2.17	11.11	.....	27.27	25.00	20.00	25.00	16.67	22.67	.....
$6 to $6.99	.....	12.00	7.69	.....	.....	2.92	.....	9.09	25.00	20.00	20.83	8.33	17.33	.....
$7 to $7.99	.....	12.00	3.85	.....	.....	2.34	.....	.....	.....	15.00	12.50	16.67	10.67	.....
$8 to $9.99	.....	12.00	42.31	62.50	28.26	24.56	.....	.....	.....	10.00	20.83	25.00	13.33	.....
$10 to $11.99	.....	4.00	19.23	12.50	28.26	12.87	.....	.....	.....	.....	8.33	.....	2.67	.....
$12 and over	.....	.....	15.38	8.33	32.61	12.28	.....	.....	.....	.....	4.17	8.33	2.67	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CIGAR BOXES.

MASSACHUSETTS.

NUMBER.

Under $3	1	1	.....	.....	.....	2	.....	1	3	.....	.....	1	5	.....
$3 to $3.99	2	.....	.....	.....	.....	2	.....	2	2	2	4	2	12	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	1	2	3	4	1	11	.....
$5 to $5.99	.....	.....	1	.....	.....	1	.....	.....	2	.....	3	.....	5	3
$6 to $6.99	.....	.....	1	.....	.....	1	.....	.....	.....	.....	2	1	3	.....
$7 to $7.99	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	2
$8 to $9.99	.....	.....	.....	1	.....	1	.....	.....	.....	.....	1	.....	1	1
$10 to $11 99	.....	.....	.....	2	4	6	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	1	3	7	11	.....	.....	.....	.....	.....	.....	.....	.....
Total	3	1	3	6	12	25	.....	4	9	5	14	5	37	6

PER CENT.

Under $3	33.33	100.00	.....	.....	.....	8.00	.....	25.00	33.34	.....	.....	20.00	13.51	.....
$3 to $3.99	66.67	.....	.....	.....	.....	8.00	.....	50.00	22.22	40.00	28.57	40.00	32.43	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	25.00	22.22	60.00	28.57	20.00	29.73	.....
$5 to $5.99	.....	.....	33.34	.....	.....	4.00	.....	.....	22.22	.....	21.43	.....	13.51	.....
$6 to $6.99	.....	.....	33.33	.....	.....	4.00	.....	.....	.....	.....	14.29	20.00	8.11	.....
$7 to $7.99	.....	.....	.....	.....	8.33	4.00	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	16.67	.....	4.00	.....	.....	.....	.....	7.14	.....	2.71	.....
$10 to $11.99	.....	.....	.....	33.33	33.33	24.00	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	33.33	50.00	58.34	44.00	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGAR BOXES—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
$3 to $3.99	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
$4 to $4.99	1	2	.....	.....	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
$5 to $5.99	.....	2	1	.....	.....	3	.....	.....	.....	.....	.....	2	2	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	2	1	1	.....	4	.....
$7 to $7.99	.....	.....	2	.....	.....	2	.....	1	.....	5	3	1	10	.....
$8 to $9.99	.....	.....	2	2	4	8	.....	.....	.....	4	4	5	13	.....
$10 to $11.99	.....	.....	1	2	8	11	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	8	8	.....	.....	.....	.....	.....	.....	.....	.....
Total	1	5	6	4	20	36	.....	1	2	10	8	8	29	.....

PER CENT.

$3 to $3.99	.....	20.00	.....	.....	.....	2.78	.....	.....	.....	.....	.....	.....	.....	.....
$4 to $4.99	100.00	40.00	.....	.....	.....	8.33	.....	.....	.....	.....	.....	.....	.....	.....
$5 to $5.99	.....	40.00	16.67	.....	.....	8.33	.....	.....	.....	.....	.....	25.00	6.90	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	100.00	10.00	12.50	.....	13.79	.....
$7 to $7.99	.....	.....	33.33	.....	.....	5.56	.....	100.00	.....	50.00	37.50	12.50	34.48	.....
$8 to $9.99	.....	.....	33.33	50.00	20.00	22.22	.....	.....	.....	40.00	50.00	62.50	44.83	.....
$10 to $11.99	.....	.....	16.67	50.00	40.00	30.56	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	40.00	22.22	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MARYLAND.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	3	3	4	6	3	19	.....
$3 to $3.99	5	1	.....	.....	.....	6	.....	1	2	4	1	1	9	.....
$4 to $4.99	1	.....	2	.....	2	5	.....	.....	2	1	4	4	11	.....
$5 to $5.99	.....	1	.....	.....	7	8	.....	.....	.....	4	2	3	9	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	4	6	.....
$7 to $7.99	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	2	5	7	.....	.....	.....	.....	.....	1	1	.....
$10 to $11.99	.....	.....	.....	1	5	6	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	3	3	.....	.....	.....	.....	.....	.....	.....	.....
Total	6	3	2	3	22	36	.....	4	7	14	14	16	55	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	75.00	42.86	28.57	42.86	18.75	34.55	.....
$3 to $3.99	83.33	33.34	.....	.....	.....	16.67	.....	25.00	28.57	28.57	7.14	6.25	16.36	.....
$4 to $4.99	16.67	.....	100.00	.....	9.09	13.89	.....	.....	28.57	7.15	28.57	25.00	20.00	.....
$5 to $5.99	.....	33.33	.....	.....	31.82	22.22	.....	.....	.....	28.57	14.29	18.75	16.36	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	7.14	7.14	25.00	10.91	.....
$7 to $7.99	.....	33.33	.....	.....	.....	2.78	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	66.67	22.73	19.44	.....	.....	.....	.....	.....	6.25	1.82	.....
$10 to $11.99	.....	.....	.....	33.33	22.73	16.67	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	13.63	8.33	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGAR BOXES—Continued.

FLORIDA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	1	1	.....	1	.....	2	.....	3	6	.....
$3 to $3.99	5	3	.....	.....	.....	8	.....	1	3	2	1	3	10	.....
$4 to $4.99	5	3	.....	.....	.....	8	.....	4	2	2	1	3	12	.....
$5 to $5.99	1	2	.....	.....	1	4	.....	3	7	5	4	5	24	.....
$6 to $6.99	1	1	3	1	3	9	.....	3	11	4	2	3	23	.....
$7 to $7.99	.....	.....	1	.....	4	5	.....	2	5	4	8	4	23	.....
$8 to $9.99	.....	4	9	7	9	29	.....	.....	1	6	7	9	23	.....
$10 to $11.99	.....	1	6	7	12	26	.....	.....	3	4	.....	3	10	.....
$12 and over	.....	1	9	21	[1] 60	[1] 91	.....	.....	1	.....	1	4	6	.....
Total	12	15	28	36	[1] 90	[1] 181	.....	14	33	29	24	37	137	.....
Not reported	1	1	.....	.....	.....	2	.....	1	.....	1	2	1	5	.....

PER CENT.

Under $3	.....	.....	.....	.....	1.11	0.55	.....	7.14	.....	6.90	.....	8.11	4.38	.....
$3 to $3.99	41.67	20.00	.....	.....	.....	4.42	.....	7.14	9.09	6.90	4.17	8.11	7.30	.....
$4 to $4.99	41.67	20.00	.....	.....	.....	4.42	.....	28.57	6.06	6.90	4.17	8.11	8.76	.....
$5 to $5.99	8.33	13.33	.....	.....	1.11	2.21	.....	21.43	21.21	17.24	16.66	13.51	17.51	.....
$6 to $6.99	8.33	6.67	10.72	2.78	3.33	4.97	.....	21.43	33.34	13.79	8.33	8.11	16.79	.....
$7 to $7.99	.....	.....	3.57	.....	4.45	2.76	.....	14.29	15.15	13.79	33.33	10.81	16.79	.....
$8 to $9.99	.....	26.66	32.14	19.44	10.00	16.02	.....	.....	3.03	20.69	29.17	24.32	16.79	.....
$10 to $11.99	.....	6.67	21.43	19.44	13.33	14.37	.....	.....	9.09	13.79	.....	8.11	7.30	.....
$12 and over	.....	6.67	32.14	58.34	66.67	50.28	.....	.....	3.03	.....	4.17	10.81	4.38	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

LOUISIANA.

NUMBER.

Under $3	.....	.....	.....	1	.....	1	.....	.....	2	.....	.....	1	3	.....
$3 to $3.99	.....	1	.....	1	1	3	.....	.....	3	3	1	3	10	.....
$4 to $4.99	1	.....	.....	.....	.....	1	.....	.....	2	1	3	.....	6	.....
$5 to $5.99	.....	.....	1	1	.....	2	.....	.....	.....	3	2	2	7	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	6	7	.....
$7 to $7.99	.....	.....	2	.....	.....	2	.....	.....	.....	.....	.....	1	1	.....
$8 to $9.99	.....	.....	.....	.....	3	3	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	5	5	.....	.....	.....	.....	.....	.....	.....	.....
Total	1	1	3	3	9	17	.....	.....	7	7	7	13	34	.....
Not reported	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	.....	.....	.....	33.34	.....	5.88	.....	.....	28.57	.....	.....	7.69	8.82	.....
$3 to $3.99	.....	100.00	.....	33.33	11.11	17.65	.....	.....	42.86	42.86	14.29	23.08	29.41	.....
$4 to $4.99	100.00	.....	.....	.....	.....	5.88	.....	.....	28.57	14.28	42.85	.....	17.65	.....
$5 to $5.99	.....	.....	33.33	33.33	.....	11.76	.....	.....	.....	42.86	28.57	15.39	20.59	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	14.29	46.15	20.59	.....
$7 to $7.99	.....	.....	66.67	.....	.....	11.76	.....	.....	.....	.....	.....	7.69	2.94	.....
$8 to $9.99	.....	.....	.....	.....	33.33	17.65	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	55.56	29.42	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

[1] Including 1 teamster furnishing his own team, earning $33.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGAR BOXES—Continued.

OHIO.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	4	1	1	.....	.....	6	.....	1	3	3	.....	2	9	.....
$3 to $3.99	.....	2	1	.....	.....	3	.....	.....	1	2	4	6	13	.....
$4 to $4.99	.....	.....	2	1	1	4	.....	.....	3	.....	4	10	17	.....
$5 to $5.99	.....	.....	.....	1	.....	1	.....	.....	.....	.....	2	1	3	.....
$6 to $6.99	.....	1	2	1	1	5	.....	.....	.....	.....	1	3	4	1
$7 to $7.99	.....	1	3	.....	1	5	.....	.....	.....	.....	5	1	6	.....
$8 to $9.99	.....	.....	2	2	5	9	.....	.....	.....	.....	1	.....	1	.....
$10 to $11.99	.....	.....	.....	.....	4	4	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	10	10	.....	.....	.....	.....	.....	.....	.....	.....
Total	4	5	11	5	22	47	.....	1	7	5	17	23	53	1

PER CENT.

Under $3	100.00	20.00	9.09	.....	.....	12.76	.....	100.00	42.86	60.00	.....	8.69	16.98	.....
$3 to $3.99	.....	40.00	9.09	.....	.....	6.38	.....	.....	14.28	40.00	23.53	26.09	24.53	.....
$4 to $4.99	.....	.....	18.18	20.00	4.55	8.51	.....	.....	42.86	.....	23.53	43.48	32.07	.....
$5 to $5.99	.....	.....	.....	20.00	.....	2.13	.....	.....	.....	.....	11.77	4.35	5.66	.....
$6 to $6.99	.....	20.00	18.18	20.00	4.55	10.64	.....	.....	.....	.....	5.88	13.04	7.55	.....
$7 to $7.99	.....	20.00	27.28	.....	4.55	10.64	.....	.....	.....	.....	29.41	4.35	11.32	.....
$8 to $9.99	.....	.....	18.18	40.00	22.72	19.15	.....	.....	.....	.....	5.88	.....	1.89	.....
$10 to $11.99	.....	.....	.....	.....	18.18	8.51	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	45.45	21.28	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MICHIGAN.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	2	.....	.....	.....	.....	2	.....
$3 to $3.99	4	.....	.....	.....	.....	4	.....	12	1	1	.....	.....	14	1
$4 to $4.99	.....	1	.....	.....	.....	1	.....	4	10	6	7	1	28	3
$5 to $5.99	3	.....	.....	.....	.....	3	.....	1	8	1	5	2	17	1
$6 to $6.99	2	.....	.....	.....	.....	2	.....	.....	1	.....	1	1	3	.....
$7 to $7.99	2	.....	.....	.....	.....	2	.....	.....	.....	1	1	4	6	1
$8 to $9.99	2	1	2	.....	.....	5	.....	.....	.....	.....	.....	1	1	.....
$10 to $11.99	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....
Total	13	2	3	.....	.....	18	.....	19	20	9	14	10	72	6

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	10.53	.....	.....	.....	.....	2.78	.....
$3 to $3.99	30.76	.....	.....	.....	.....	22.22	.....	63.16	5.00	11.11	.....	.....	19.44	.....
$4 to $4.99	.....	50.00	.....	.....	.....	5.56	.....	21.05	50.00	66.67	50.00	10.00	38.89	.....
$5 to $5.99	23.07	.....	.....	.....	.....	16.66	.....	5.26	40.00	11.11	35.72	20.00	23.61	.....
$6 to $6.99	15.39	.....	.....	.....	.....	11.11	.....	.....	5.00	.....	7.14	10.00	4.17	.....
$7 to $7.99	15.39	.....	.....	.....	.....	11.11	.....	.....	.....	11.11	7.14	40.00	8.33	.....
$8 to $9.99	15.39	50.00	66.67	.....	.....	27.78	.....	.....	.....	.....	.....	10.00	1.39	.....
$10 to $11.99	.....	.....	33.33	.....	.....	5.56	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10.00	1.39	.....
Total	100.00	100.00	100.00	.....	.....	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGAR BOXES—Concluded.

WISCONSIN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3		1				1			4	1	1		6	
$3 to $3.99	1		1			2		3	7	4		1	15	
$4 to $4.99	1		1			2	1		9	14	7	3	33	
$5 to $5.99		1	1			2			2	6	2	2	12	
$6 to $6.99				1		1				1	3		4	
$7 to $7.99											1		1	
$8 to $9.99		1				1								
Total	2	3	3	1		9	1	3	22	26	14	6	71	

PER CENT.

Under $3		33.34				11.11			18.18	3.85	7.15		8.45	
$3 to $3.99	50.00		33.34			22.23		100.00	31.82	15.38		16.67	21.13	
$4 to $4.99	50.00		33.33			22.22			40.91	53.85	50.00	50.00	46.48	
$5 to $5.99		33.33	33.33			22.22			9.09	23.07	14.28	33.33	16.90	
$6 to $6.99				100.00		11.11				3.85	21.43		5.63	
$7 to $7.99											7.14		1.41	
$8 to $9.99		33.33				11.11								
Total	100.00	100.00	100.00	100.00		100.00		100.00	100.00	100.00	100.00	100.00	100.00	

CIGARETTES.

MASSACHUSETTS.

NUMBER.

$3 to $3.99									1			1	2	
$4 to $4.99	1	1				2		4	7		2	2	15	
$5 to $5.99					1	1			1	4		1	6	
$6 to $6.99					1	1			2	7	4	3	16	
$7 to $7.99		1	1		5	7			1	1	3	1	6	
$8 to $9.99			1	2	5	8			1	1	2		4	
$10 to $11.99				2	5	7								
$12 and over				2	9	11								
Total	1	2	2	6	26	37		4	13	13	11	8	49	

PER CENT.

$3 to $3.99									7.69			12.50	4.08	
$4 to $4.99	100.00	50.00				5.41		100.00	53.85		18.18	25.00	30.61	
$5 to $5.99					3.85	2.70			7.69	30.77		12.50	12.25	
$6 to $6.99					3.85	2.70			15.39	53.85	36.37	37.50	32.65	
$7 to $7.99		50.00	50.00		19.23	18.92			7.69	7.69	27.27	12.50	12.25	
$8 to $9.99			50.00	33.34	19.23	21.62			7.69	7.69	18.18		8.16	
$10 to $11.99				33.33	19.23	18.92								
$12 and over				33.33	34.61	29.73								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARETTES—Continued.

NEW YORK.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3					1	1			21	23	10	19	73	2
$3 to $3.99					1	1			8	5	9	14	36	
$4 to $4.99									24	27	12	22	85	
$5 to $5.99		2	5	5	7	19		1	49	56	24	34	164	1
$6 to $6.99			7	1	9	17		3	62	103	37	55	260	
$7 to $7.99		1	4	5	2	12			19	36	43	48	146	
$8 to $9.99			5	3	21	29			10	35	42	55	142	1
$10 to $11.99			4	17	44	65			2	16	12	18	48	
$12 and over			6	22	95	123				1	1	16	18	
Total		3	31	53	180	267		4	195	302	190	281	972	4
Not reported				1		1								

PER CENT.

Under $3					0.55	0.37			10.77	7.62	5.26	6.76	7.51	
$3 to $3.99					.55	.37			4.10	1.65	4.74	4.98	3.70	
$4 to $4.99									12.31	8.94	6.32	7.83	8.75	
$5 to $5.99		66.67	16.13	9.43	3.89	7.12		25.00	25.13	18.54	12.63	12.10	16.87	
$6 to $6.99			22.58	1.89	5.00	6.37		75.00	31.79	34.11	19.47	19.57	26.75	
$7 to $7.99		33.35	12.90	9.43	1.11	4.49			9.74	11.92	22.63	17.08	15.02	
$8 to $9.99			16.13	5.66	11.67	10.86			5.13	11.59	22.10	19.57	14.61	
$10 to $11.99			12.90	32.08	24.45	24.35			1.03	5.30	6.32	6.41	4.94	
$12 and over			19.36	41.51	52.78	46.07				.33	.53	5.70	1.85	
Total		100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

NORTH CAROLINA.

NUMBER.

Under $3		1	2			3		4	1	3			8	
$3 to $3.99	6	2			2	10		6	2		1	3	12	
$4 to $4.99	7	3				10		11		3	6	4	24	
$5 to $5.99	4	4	3	7	3	21		2	7	8	7	5	29	
$6 to $6.99		3	6	4	10	23		2	4	14	9	13	42	
$7 to $7.99	1	3	6	8	17	35			2	10	14	20	46	
$8 to $9.99		3	4	12	16	35		1	9	12	9	8	39	
$10 to $11.99			5	2	6	13			1	2	1	1	5	
$12 and over					9	9				1			1	
Total	18	19	26	33	63	159		26	26	53	47	54	206	

PER CENT.

Under $3		5.26	7.69			1.89		15.38	3.85	5.66			3.88	
$3 to $3.99	33.33	10.53			3.18	6.29		23.08	7.69		2.13	5.56	5.82	
$4 to $4.99	38.89	15.79				6.29		42.31		5.66	12.76	7.41	11.65	
$5 to $5.99	22.22	21.05	11.54	21.21	4.76	13.21		7.69	26.92	15.09	14.89	9.26	14.08	
$6 to $6.99		15.79	23.08	12.12	15.87	14.46		7.69	15.38	26.42	19.15	24.07	20.39	
$7 to $7.99	5.56	15.79	23.08	24.24	26.98	22.01			7.69	18.87	29.79	37.04	22.33	
$8 to $9.99		15.79	15.38	36.37	25.40	22.01		3.85	34.62	22.64	19.15	14.81	18.93	
$10 to $11.99			19.23	6.06	9.52	8.18			3.85	3.77	2.13	1.85	2.43	
$12 and over					14.29	5.66				1.89			.49	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARETTES—Concluded.

LOUISIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3								5	2	3		4	14	
$3 to $3.99	5	1			2	8		9	8		2	6	25	
$4 to $4.99	5			1		6		9	13	10	5	2	39	
$5 to $5.99	2	1				3		6	8	13	2	3	32	
$6 to $6.99	1	1			1	3		3	6	6	5	5	25	
$7 to $7.99			2		1	3		5	5	10	4	2	26	
$8 to $9.99		2	2	3	3	10			3	11	11	1	26	
$10 to $11.99			1	1	11	13					3	4	7	
$12 and over			1	1	10	12								
Total	13	5	6	6	28	58		37	45	53	32	27	194	
Not reported								1		1	2		4	

PER CENT.

Under $3								13.51	4.44	5.66		14.81	7.22	
$3 to $3.99	38.46	20.00			7.14	13.79		24.33	17.78		6.25	22.22	12.89	
$4 to $4.99	38.46			16.67		10.35		24.33	28.89	18.87	15.63	7.41	20.10	
$5 to $5.99	15.39	20.00				5.17		16.21	17.78	24.53	6.25	11.11	16.49	
$6 to $6.99	7.69	20.00			3.57	5.17		8.11	13.33	11.32	15.63	18.52	12.89	
$7 to $7.99			33.33		3.57	5.17		13.51	11.11	18.87	12.50	7.41	13.40	
$8 to $9.99		40.00	33.33	50.00	10.71	17.24			6.67	20.75	34.37	3.71	13.40	
$10 to $11.99			16.67	16.67	39.29	22.42					9.37	14.81	3.61	
$12 and over			16.67	16.66	35.72	20.69								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

CIGARS.

MAINE.

NUMBER.

Under $3		1				1			1				1	
$3 to $3.99														
$4 to $4.99									2	3	3		8	
$5 to $5.99											2	1	3	
$6 to $6.99												1	1	
$7 to $7.99											1	3	4	
$8 to $9.99			1			1								
$10 to $11.99			1			1								
$12 and over				2	30	32								
Total		1	2	2	30	35			3	3	6	5	17	

PER CENT.

Under $3		100.00				2.86			33.33				5.88	
$3 to $3.99														
$4 to $4.99									66.67	100.00	50.00		47.06	
$5 to $5.99											33.33	20.00	17.65	
$6 to $6.99												20.00	5.88	
$7 to $7.99											16.67	60.00	23.53	
$8 to $9.99			50.00			2.86								
$10 to $11.99			50.00			2.86								
$12 and over				100.00	100.00	91.42								
Total		100.00	100.00	100.00	100.00	100.00			100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Continued.

MASSACHUSETTS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3									1				1	
$3 to $3.99		1				1					2		2	
$4 to $4.99			3			3		2			2	1	5	
$5 to $5.99									2	4	1		7	
$6 to $6.99									1	3	2	1	7	
$7 to $7.99			1			1			4	2	5	7	18	
$8 to $9.99			1			1					1	2	3	
$10 to $11.99					2	2						1	1	
$12 and over			2	4	83	89						1	1	
Total		1	7	4	85	97		2	8	9	13	13	45	
Not reported												1	1	

PER CENT.

Under $3									12.50				2.22	
$3 to $3.99		100.00				1.03					15.38		4.44	
$4 to $4.99			42.85			3.10		100.00			15.38	7.69	11.11	
$5 to $5.99									25.00	44.45	7.70		15.56	
$6 to $6.99									12.50	33.33	15.38	7.69	15.56	
$7 to $7.99			14.29			1.03			50.00	22.22	38.46	53.85	40.00	
$8 to $9.99			14.29			1.03					7.70	15.39	6.67	
$10 to $11.99					2.35	2.06						7.69	2.22	
$12 and over			28.57	100.00	97.65	91.75						7.69	2.22	
Total		100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

RHODE ISLAND.

NUMBER.

Under $3								1		2		2	5	
$3 to $3.99												2	2	
$4 to $4.99								1	1	1	1	2	6	
$5 to $5.99										1		2	3	
$6 to $6.99										1	1	4	6	
$7 to $7.99			1		3	4						4	4	
$8 to $9.99			1	1	2	4				1	2		3	
$10 to $11.99				1	2	3								
$12 and over			2	12	65	79						1	1	
Total			4	14	72	90		2	1	6	4	17	30	

PER CENT.

Under $3								50.00		33.33		11.77	16.67	
$3 to $3.99												11.77	6.67	
$4 to $4.99								50.00	100.00	16.67	25.00	11.77	20.00	
$5 to $5.99										16.67		11.77	10.00	
$6 to $6.99										16.67	25.00	23.52	20.00	
$7 to $7.99			25.00		4.16	4.44						23.52	13.33	
$8 to $9.99			25.00	7.14	2.78	4.44				16.66	50.00		10.00	
$10 to $11.99				7.14	2.78	3.34								
$12 and over			50.00	85.72	90.28	87.78						5.88	3.33	
Total			100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Continued.

CONNECTICUT.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
$3 to $3.99									1		1		2	
$4 to $4.99	1		1			2			1				1	
$5 to $5.99								1	4	1	1	2	9	
$6 to $6.99			1			1		3	5	7	2	2	19	
$7 to $7.99			1		2	3				2	8	3	13	
$8 to $9.99			2			2						2	2	
$10 to $11.99			1		9	10								
$12 and over			1	7	107	115								
Total	1		7	7	118	133		4	11	10	12	9	46	

PER CENT.

$3 to $3.99									9.09		8.33		4.35	
$4 to $4.99	100.00		14.29			1.50			9.09				2.17	
$5 to $5.99								25.00	36.36	10.00	8.33	22.22	19.57	
$6 to $6.99			14.29			.75		75.00	45.46	70.00	16.67	22.22	41.30	
$7 to $7.99			14.29		1.69	2.26				20.00	66.67	33.34	28.26	
$8 to $9.99			28.57			1.50						22.22	4.35	
$10 to $11.99			14.28		7.63	7.52								
$12 and over			14.28	100.00	90.68	86.47								
Total	100.00		100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

NEW YORK.

NUMBER.

$3 to $3.99								3		1	1	3	8	
$4 to $4.99	1				1	2			5	1	3	18	27	
$5 to $5.99	1	1	1			3		1	4	9	7	27	48	
$6 to $6.99		1	1		2	4		2	3	7	8	27	47	
$7 to $7.99					6	6			1	8	6	31	46	
$8 to $9.99		1	2	5	16	24			2	3	18	48	71	
$10 to $11.99			1	3	44	48				2	4	51	57	1
$12 and over			1	14	102	117				2	10	67	79	
Total	2	3	6	22	171	204		6	15	33	57	272	383	1
Not reported					1	1		1		1	1	1	4	

PER CENT.

$3 to $3.99								50.00		3.03	1.75	1.10	2.09	
$4 to $4.99	50.00				0.58	0.98			33.33	3.03	5.26	6.62	7.05	
$5 to $5.99	50.00	33.34	16.67			1.47		16.67	26.67	27.28	12.28	9.93	12.53	
$6 to $6.99		33.33	16.67		1.17	1.96		33.33	20.00	21.21	14.04	9.93	12.27	
$7 to $7.99					3.51	2.94			6.67	24.24	10.53	11.39	12.01	
$8 to $9.99		33.33	33.33	22.72	9.36	11.77			13.33	9.09	31.58	17.65	18.54	
$10 to $11.99			16.67	13.64	25.73	23.53				6.06	7.02	18.75	14.88	
$12 and over			16.66	63.64	59.65	57.35				6.06	17.54	24.63	20.63	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Continued.

NEW JERSEY.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	1	1	7	32	38	28	13	12	123	33
$3 to $3.99	7	1	1	.....	.....	9	7	34	26	21	5	17	103	78
$4 to $4.99	2	5	2	.....	1	10	4	22	58	53	14	10	157	87
$5 to $5.99	.....	8	3	1	1	13	5	19	50	70	21	16	176	108
$6 to $6.99	.....	7	8	4	3	22	1	6	66	108	39	11	230	103
$7 to $7.99	.....	3	5	6	7	21	1	2	26	76	32	18	154	70
$8 to $9.99	.....	2	11	10	23	46	.....	.....	27	97	42	23	189	63
$10 to $11.99	.....	.....	5	1	6	12	2	.....	8	22	13	8	51	10
$12 and over	.....	.....	1	9	63	73	3	.....	.....	5	1	.....	6	3
Total	9	26	36	31	105	207	30	115	299	480	180	115	1,189	555
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	.....	2	1

PER CENT.

Under $3	.....	.....	.....	.....	0.95	0.48	.....	27.83	12.71	5.83	7.22	10.43	10.35	.....
$3 to $3.99	77.78	3.85	2.78	.....	.....	4.35	.....	29.56	8.70	4.38	2.78	14.78	8.66	.....
$4 to $4.99	22.22	19.23	5.55	.....	.95	4.83	.....	19.13	19.40	11.04	7.78	8.70	13.20	.....
$5 to $5.99	.....	30.77	8.33	3.23	.95	6.28	.....	16.52	16.72	14.58	11.67	13.91	14.80	.....
$6 to $6.99	.....	26.92	22.22	12.90	2.86	10.63	.....	5.22	22.07	22.50	21.67	9.57	19.34	.....
$7 to $7.99	.....	11.54	13.89	19.35	6.67	10.14	.....	1.74	8.70	15.84	17.78	15.65	12.95	.....
$8 to $9.99	.....	7.69	30.56	32.26	21.91	22.22	.....	.....	9.03	20.21	23.33	20.00	15.90	.....
$10 to $11.99	.....	.....	13.89	3.23	5.71	5.80	.....	.....	2.67	4.58	7.22	6.96	4.29	.....
$12 and over	.....	.....	2.78	29.03	60.00	35.27	.....	.....	.....	1.04	.55	.....	.51	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

PENNSYLVANIA.

NUMBER.

Under $3	.....	1	1	1	11	14	.....	73	89	36	13	20	231	4
$3 to $3.99	3	3	1	3	11	21	.....	23	62	53	10	13	161	14
$4 to $4.99	2	1	3	.....	5	11	.....	23	74	91	25	25	238	32
$5 to $5.99	1	6	1	3	14	25	.....	12	81	109	41	31	274	58
$6 to $6.99	.....	4	7	2	8	21	.....	10	62	86	42	21	221	49
$7 to $7.99	.....	1	7	3	12	23	.....	2	26	84	43	20	175	16
$8 to $9.99	.....	.....	7	7	18	32	.....	3	21	69	68	23	184	5
$10 to $11.99	.....	.....	5	11	28	44	.....	1	8	22	14	8	53	1
$12 and over	.....	.....	5	14	65	84	.....	.....	.....	4	10	2	16	2
Total	6	16	37	44	172	275	.....	147	423	554	266	163	1,553	181
Not reported	.....	.....	.....	.....	3	3	.....	5	16	8	5	2	[1] 36	.....

PER CENT.

Under $3	.....	6.25	2.70	2.27	6.39	5.09	.....	49.66	21.04	6.50	4.89	12.27	14.87	.....
$3 to $3.99	50.00	18.75	2.70	6.82	6.39	7.64	.....	15.65	14.66	9.57	3.76	7.97	10.37	.....
$4 to $4.99	33.33	6.25	8.10	.....	2.91	4.00	.....	15.65	17.49	16.43	9.40	15.34	15.33	.....
$5 to $5.99	16.67	37.50	2.70	6.82	8.14	9.09	.....	8.16	19.15	19.68	15.41	19.02	17.64	.....
$6 to $6.99	.....	25.00	18.92	4.54	4.65	7.64	.....	6.80	14.66	15.52	15.79	12.88	14.23	.....
$7 to $7.99	.....	6.25	18.92	6.82	6.98	8.36	.....	1.36	6.15	15.16	16.17	12.27	11.27	.....
$8 to $9.99	.....	.....	18.92	15.91	10.47	11.64	.....	2.04	4.96	12.45	25.56	14.11	11.85	.....
$10 to $11.99	.....	.....	13.52	25.00	16.28	16.00	.....	.68	1.89	3.97	5.26	4.91	3.41	.....
$12 and over	.....	.....	13.52	31.82	37.79	30.54	.....	.....	.....	.72	3.76	1.23	1.03	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Including 13 learners receiving no pay.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Continued.

MARYLAND.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1		1	1	1	4		20	19	27	10	9	85	
$3 to $3.99	5	2		3	8	18		31	21	15	11	10	88	
$4 to $4.99	3	5	4		8	20		32	86	47	18	14	197	
$5 to $5.99		2	5	1	10	18		26	80	71	39	22	238	
$6 to $6.99			7	5	13	25		1	33	69	51	27	181	
$7 to $7.99			7	4	19	30		2	6	41	27	20	96	
$8 to $9.99			4	7	52	63	1		7	30	27	35	99	1
$10 to $11.99		1	1	5	39	46			1	12	17	21	51	
$12 and over		1	2	5	63	71				2	10	5	17	
Total	9	11	31	31	213	295	1	112	253	314	210	163	1,052	1
Not reported		1				1			1		1		2	

PER CENT.

Under $3	11.11		3.23	3.23	0.47	1.36		17.86	7.51	8.60	4.76	5.52	8.08	
$3 to $3.99	55.56	18.18		9.67	3.76	6.10		27.68	8.30	4.78	5.24	6.14	8.36	
$4 to $4.99	33.33	45.46	12.90		3.76	6.78		28.57	33.99	14.97	8.57	8.59	18.73	
$5 to $5.99		18.18	16.13	3.23	4.69	6.10		23.21	31.62	22.61	18.57	13.50	22.62	
$6 to $6.99			22.58	16.13	6.10	8.47		.89	13.04	21.97	24.29	16.56	17.20	
$7 to $7.99			22.58	12.90	8.92	10.17		1.79	2.37	13.06	12.86	12.27	9.13	
$8 to $9.99			12.90	22.58	24.41	21.36			2.77	9.55	12.86	21.47	9.41	
$10 to $11.99		9.09	3.23	16.13	18.31	15.59			.40	3.82	8.09	12.88	4.85	
$12 and over		9.09	6.45	16.13	29.58	24.07				.64	4.76	3.07	1.62	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

NORTH CAROLINA.

NUMBER.

Under $3								11	5	5	4	1	26	
$3 to $3.99	4					4		8	8	4	5		25	
$4 to $4.99	1	1	2	1		5		1	7	5	3	2	18	
$5 to $5.99	2	1	2	1	1	7		4	7	8	6	3	28	
$6 to $6.99	1	3	1	1	2	8			7	9	8	4	28	
$7 to $7.99		1	4	2	1	8		2	5	9	4	2	22	
$8 to $9.99		1	5	5	1	12			1	10	3	6	20	
$10 to $11.99			1			1					1		1	
Total	8	7	15	10	5	45		26	40	50	34	18	168	
Not reported								3	2				5	

PER CENT.

Under $3								42.31	12.50	10.00	11.77	5.56	15.48	
$3 to $3.99	50.00					8.89		30.77	20.00	8.00	14.70		14.88	
$4 to $4.99	12.50	14.29	13.33	10.00		11.11		3.85	17.50	10.00	8.82	11.11	10.71	
$5 to $5.99	25.00	14.29	13.33	10.00	20.00	15.55		15.38	17.50	16.00	17.65	16.67	16.67	
$6 to $6.99	12.50	42.86	6.67	10.00	40.00	17.78			17.50	18.00	23.53	22.22	16.67	
$7 to $7.99		14.28	26.67	20.00	20.00	17.78		7.69	12.50	18.00	11.77	11.11	13.10	
$8 to $9.99		14.28	33.33	50.00	20.00	26.67			2.50	20.00	8.82	33.33	11.90	
$10 to $11.99			6.67			2.22					2.94		.59	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Continued.

FLORIDA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	13	12	8	10	11	54	.....	5	3	5	7	18	38	.....
$3 to $3.99	5	4	4	3	9	23	.....	8	5	10	2	24	49	.....
$4 to $4.99	7	8	12	2	9	38	.....	4	20	26	11	94	155	.....
$5 to $5.99	4	6	9	5	11	35	.....	7	7	17	9	58	98	.....
$6 to $6.99	.....	5	5	5	19	34	.....	3	9	27	10	78	127	.....
$7 to $7.99	5	4	2	7	14	32	.....	6	5	7	7	35	60	.....
$8 to $9.99	6	23	44	34	117	224	.....	8	13	15	11	29	76	.....
$10 to $11.99	7	26	39	81	211	364	.....	.....	9	12	8	20	49	.....
$12 and over	4	46	166	366	1,248	1,830	.....	2	15	39	29	46	131	.....
Total	51	134	289	513	1,649	2,636	.....	43	86	158	94	402	783	.....
Not reported	12	5	7	7	18	[1] 49	.....	4	2	2	4	6	[2] 18	.....

PER CENT.

Under $3	25.49	8.95	2.77	1.95	0.67	2.05	.....	11.63	3.49	3.16	7.45	4.48	4.85	.....
$3 to $3.99	9.80	2.99	1.38	.59	.55	.95	.....	18.61	5.81	6.33	2.13	5.97	6.26	.....
$4 to $4.99	13.73	5.97	4.15	.39	.55	1.44	.....	9.30	23.25	16.46	11.70	23.38	19.79	.....
$5 to $5.99	7.84	4.48	3.11	.97	.67	1.33	.....	16.28	8.14	10.76	9.57	14.43	12.52	.....
$6 to $6.99	.....	3.73	1.73	.97	1.15	1.29	.....	6.97	10.47	17.09	10.64	19.40	16.22	.....
$7 to $7.99	9.80	2.99	.69	1.36	.85	1.21	.....	13.95	5.81	4.43	7.45	8.71	7.66	.....
$8 to $9.99	11.77	17.16	15.23	6.63	7.09	8.50	.....	18.61	15.12	9.49	11.70	7.21	9.71	.....
$10 to $11.99	13.73	19.40	13.50	15.79	12.79	13.81	.....	.....	10.47	7.60	8.51	4.98	6.26	.....
$12 and over	7.84	34.33	57.44	71.35	75.68	69.42	.....	4.65	17.44	24.68	30.85	11.44	16.73	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

LOUISIANA.

NUMBER.

Under $3	.....	1	.....	.....	2	3	.....	24	21	15	3	17	80	.....
$3 to $3.99	2	4	2	.....	2	10	.....	29	43	33	13	20	138	.....
$4 to $4.99	1	2	.....	.....	3	6	.....	21	38	31	11	32	133	.....
$5 to $5.99	1	1	2	.....	4	8	.....	7	8	27	22	13	77	.....
$6 to $6.99	.....	2	2	1	5	10	.....	2	13	16	24	21	76	.....
$7 to $7.99	.....	3	1	.....	5	9	.....	1	10	20	18	13	62	.....
$8 to $9.99	.....	1	4	2	11	18	.....	.....	6	16	19	24	65	.....
$10 to $11.99	.....	.....	.....	1	10	11	.....	.....	2	8	16	11	37	.....
$12 and over	.....	.....	2	6	31	39	.....	.....	.....	1	5	13	19	.....
Total	4	14	13	10	73	114	.....	84	141	167	131	164	687	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	1	1	1	1	4	.....

PER CENT.

Under $3	.....	7.14	.....	.....	2.74	2.63	.....	28.57	14.89	8.98	2.29	10.37	11.64	.....
$3 to $3.99	50.00	28.57	15.39	.....	2.74	8.77	.....	34.53	30.50	19.76	9.92	12.19	20.09	.....
$4 to $4.99	25.00	14.29	.....	.....	4.11	5.26	.....	25.00	26.95	18.56	8.40	19.51	19.36	.....
$5 to $5.99	25.00	7.14	15.39	.....	5.48	7.02	.....	8.33	5.67	16.17	16.80	7.93	11.21	.....
$6 to $6.99	.....	14.29	15.38	10.00	6.85	8.77	.....	2.38	9.22	9.58	18.32	12.80	11.06	.....
$7 to $7.99	.....	21.43	7.69	.....	6.85	7.90	.....	1.19	7.09	11.98	13.74	7.93	9.02	.....
$8 to $9.99	.....	7.14	30.77	20.00	15.07	15.79	.....	.....	4.26	9.58	14.50	14.63	9.46	.....
$10 to $11.99	.....	.....	.....	10.00	13.70	9.65	.....	.....	1.42	4.79	12.21	6.71	5.39	.....
$12 and over	.....	.....	15.38	60.00	42.46	34.21	.....	.....	.....	.60	3.82	7.93	2.77	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Including 9 apprentices and 5 others having no earnings.
[2] Including 1 apprentice and 3 others having no earnings.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Continued.

OHIO.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	1	1	2	.....	1	19	9	2	17	48	.....
$3 to $3.99	.....	.....	.....	.....	2	2	.....	1	58	40	16	18	133	.....
$4 to $4.99	1	.....	.....	.....	1	2	.....	.....	28	49	14	15	106	.....
$5 to $5.99	.....	.....	3	.....	1	4	.....	.....	25	76	28	24	153	.....
$6 to $6.99	.....	2	3	1	3	9	.....	.....	16	107	45	32	200	.....
$7 to $7.99	.....	5	4	1	8	18	.....	.....	7	66	36	30	139	.....
$8 to $9.99	.....	3	8	8	17	36	.....	.....	7	59	44	23	133	.....
$10 to $11.99	.....	4	11	12	23	50	.....	.....	1	16	11	5	33	.....
$12 and over	.....	2	10	20	85	117	.....	.....	.....	.....	6	4	10	.....
Total	1	16	39	43	141	240	.....	2	161	422	202	168	955	.....
Not reported	.....	.....	1	1	1	3	.....	.....	9	28	16	6	59	.....

PER CENT.

Under $3	.....	.....	.....	2.33	0.71	0.83	.....	50.00	11.80	2.13	0.99	10.12	5.03	.....
$3 to $3.99	.....	.....	.....	.....	1.42	.83	.....	50.00	36.02	9.48	7.92	10.71	13.93	.....
$4 to $4.99	100.00	.....	.....	.....	.71	.83	.....	.....	17.39	11.61	6.93	8.93	11.10	.....
$5 to $5.99	.....	.....	7.69	.....	.71	1.67	.....	.....	15.53	18.01	13.86	14.28	16.02	.....
$6 to $6.99	.....	12.50	7.69	2.33	2.13	3.75	.....	.....	9.94	25.36	22.28	19.05	20.94	.....
$7 to $7.99	.....	31.25	10.26	2.33	5.67	7.50	.....	.....	4.35	15.64	17.82	17.86	14.55	.....
$8 to $9.99	.....	18.75	20.51	18.60	12.06	15.00	.....	.....	4.35	13.98	21.78	13.69	13.93	.....
$10 to $11.99	.....	25.00	28.21	27.90	16.31	20.84	.....	.....	.62	3.79	5.45	2.98	3.45	.....
$12 and over	.....	12.50	25.64	46.51	60.28	48.75	.....	.....	.....	.....	2.97	2.38	1.05	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

ILLINOIS.

NUMBER.

Under $3	.....	1	1	.....	1	3	.....	.....	1	1	.....	.....	2	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	.....	2	1	.....	.....	3	.....
$4 to $4.99	.....	2	.....	.....	2	4	.....	3	4	2	.....	2	11	.....
$5 to $5.99	2	3	1	.....	1	7	.....	1	12	9	4	3	29	.....
$6 to $6.99	.....	7	.....	2	4	13	.....	1	10	19	6	6	42	.....
$7 to $7.99	.....	5	4	1	6	16	.....	.....	5	30	8	7	50	.....
$8 to $9.99	.....	5	8	4	13	30	.....	1	7	12	16	20	56	.....
$10 to $11.99	.....	3	11	10	24	48	.....	.....	2	11	6	11	30	1
$12 and over	.....	.....	30	47	227	304	8	.....	.....	17	15	33	65	.....
Total	2	26	55	64	278	425	8	6	43	102	55	82	288	1
Not reported	.....	1	1	.....	1	3	.....	.....	.....	.....	1	.....	1	.....

PER CENT.

Under $3	.....	3.85	1.82	.....	0.36	0.71	.....	.....	2.32	0.98	.....	.....	0.69	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	.....	4.65	.98	.....	.....	1.04	.....
$4 to $4.99	.....	7.69	.....	.....	.72	.94	.....	50.00	9.30	1.96	.....	2.44	3.82	.....
$5 to $5.99	100.00	11.54	1.82	.....	.36	1.65	.....	16.67	27.91	8.82	7.27	3.66	10.07	.....
$6 to $6.99	.....	26.92	.....	3.12	1.44	3.06	.....	16.67	23.26	18.63	10.91	7.32	14.58	.....
$7 to $7.99	.....	19.23	7.27	1.56	2.16	3.76	.....	.....	11.63	29.41	14.55	8.54	17.36	.....
$8 to $9.99	.....	19.23	14.54	6.25	4.68	7.06	.....	16.66	16.28	11.77	29.09	24.39	19.45	.....
$10 to $11.99	.....	11.54	20.00	15.63	8.63	11.29	.....	.....	4.65	10.78	10.91	13.41	10.42	.....
$12 and over	.....	.....	54.55	73.44	81.65	71.53	.....	.....	.....	16.67	27.27	40.24	22.57	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CIGARS—Concluded.

INDIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	65	38	33	10	14	160	2
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	31	37	20	15	32	135	1
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	34	29	27	14	15	119	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	20	35	34	19	21	129	1
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	12	26	29	18	17	102	.....
$7 to $7.99	.....	.....	1	.....	1	2	.....	13	27	47	21	15	123	.....
$8 to $9.99	.....	.....	.....	1	1	2	.....	7	33	60	34	37	171	.....
$10 to $11.99	.....	.....	.....	.....	1	1	.....	.....	9	20	7	10	46	1
$12 and over	.....	.....	.....	.....	5	5	.....	.....	.....	2	2	4	8	.....
Total	.....	.....	1	1	8	10	.....	182	234	272	140	165	993	5
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	4	5	2	4	15	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	35.72	16.24	12.13	7.14	8.49	16.11	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	17.03	15.81	7.35	10.71	19.39	13.60	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	18.68	12.39	9.93	10.00	9.09	11.98	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	10.99	14.96	12.50	13.57	12.73	12.99	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	6.59	11.11	10.66	12.86	10.30	10.27	.....
$7 to $7.99	.....	.....	100.00	.....	12.50	20.00	.....	7.14	11.54	17.28	15.00	9.09	12.39	.....
$8 to $9.99	.....	.....	.....	100.00	12.50	20.00	.....	3.85	14.10	22.06	24.29	22.43	17.22	.....
$10 to $11.99	.....	.....	.....	.....	12.50	10.00	.....	.....	3.85	7.35	5.00	6.06	4.63	.....
$12 and over	.....	.....	.....	.....	62.50	50.00	.....	.....	.....	.74	1.43	2.42	.81	.....
Total	.....	.....	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MICHIGAN.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	62	29	6	1	2	100	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	32	21	3	.....	.....	56	.....
$4 to $4.99	1	.....	.....	.....	.....	1	.....	19	31	12	3	2	67	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	9	38	25	4	1	77	.....
$6 to $6.99	.....	1	.....	.....	.....	1	.....	6	30	42	14	3	95	.....
$7 to $7.99	.....	1	.....	.....	.....	1	.....	3	10	36	12	3	64	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	2	12	34	13	1	62	.....
$10 to $11.99	.....	.....	1	.....	2	3	.....	.....	1	17	4	3	25	.....
$12 and over	.....	.....	.....	.....	4	4	.....	.....	1	6	5	2	14	.....
Total	1	2	1	.....	6	10	.....	133	173	181	56	17	560	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	1	1	.....	.....	.....	2	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	46.62	16.76	3.32	1.79	11.77	17.86	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	24.06	12.14	1.66	.....	.....	10.00	.....
$4 to $4.99	100.00	.....	.....	.....	.....	10.00	.....	14.29	17.92	6.63	5.36	11.76	11.96	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	6.77	21.96	13.81	7.14	5.88	13.75	.....
$6 to $6.99	.....	50.00	.....	.....	.....	10.00	.....	4.51	17.34	23.20	25.00	17.65	16.97	.....
$7 to $7.99	.....	50.00	.....	.....	.....	10.00	.....	2.25	5.78	19.89	21.43	17.65	11.43	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	1.50	6.94	18.78	23.21	5.88	11.07	.....
$10 to $11.99	.....	.....	100.00	.....	33.33	30.00	.....	.....	.58	9.39	7.14	17.65	4.46	.....
$12 and over	.....	.....	.....	.....	66.67	40.00	.....	.....	.58	3.32	8.93	11.76	2.50	.....
Total	100.00	100.00	100.00	.....	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CLOCKS AND WATCHES.

CONNECTICUT.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	12	.....	5	.....	1	18	.....	2	4	5	3	1	15	.....
$3 to $3.99	10	8	2	3	3	26	.....	3	4	8	7	1	23	.....
$4 to $4.99	10	14	8	2	5	39	.....	1	14	19	7	14	55	1
$5 to $5.99	5	15	11	7	8	46	.....	2	18	25	14	25	84	.....
$6 to $6.99	5	14	18	16	23	76	.....	2	10	22	14	19	67	.....
$7 to $7.99	.....	11	18	17	43	89	2	1	4	25	19	29	78	1
$8 to $9.99	1	10	39	45	143	238	2	1	2	23	25	38	89	3
$10 to $11.99	1	5	16	45	179	246	.....	.....	.....	1	.....	10	11	.....
$12 and over	.....	4	24	70	466	564	2	.....	.....	.....	.....	.....	.....	.....
Total	44	81	141	205	871	1,342	6	12	56	128	89	137	422	5
Not reported	.....	1	1	4	30	36	1	.....	1	4	1	1	7	.....

PER CENT.

Under $3	27.28	.....	3.54	.....	0.12	1.34	.....	16.67	7.14	3.91	3.37	0.73	3.55	.....
$3 to $3.99	22.73	9.88	1.42	1.46	.34	1.94	.....	25.00	7.14	6.25	7.87	.73	5.45	.....
$4 to $4.99	22.73	17.28	5.67	.98	.57	2.91	.....	8.33	25.00	14.84	7.87	10.22	13.03	.....
$5 to $5.99	11.36	18.52	7.80	3.41	.92	3.43	.....	16.67	32.15	19.53	15.73	18.25	19.91	.....
$6 to $6.99	11.36	17.28	12.77	7.81	2.64	5.66	.....	16.67	17.86	17.19	15.73	13.87	15.88	.....
$7 to $7.99	2.27	13.58	12.77	8.29	4.94	6.63	.....	8.33	7.14	19.53	21.34	21.17	18.48	.....
$8 to $9.99	2.27	12.35	27.66	21.95	16.42	17.73	.....	8.33	3.57	17.97	28.09	27.73	21.09	.....
$10 to $11.99	.....	6.17	11.35	21.95	20.55	18.33	.....	.....	.....	.78	.....	7.30	2.61	.....
$12 and over	.....	4.94	17.02	34.15	53.50	42.03	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

ILLINOIS.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	1	.....	4	3	4	.....	11	2
$3 to $3.99	.....	6	1	.....	.....	7	1	.....	3	3	2	2	10	.....
$4 to $4.99	.....	4	1	2	.....	7	1	.....	7	11	4	2	24	1
$5 to $5.99	.....	2	5	2	2	11	1	.....	2	12	12	9	35	1
$6 to $6.99	.....	1	7	.....	1	9	.....	.....	7	14	10	10	41	3
$7 to $7.99	.....	.....	5	4	3	12	1	.....	4	20	18	31	73	1
$8 to $9.99	.....	2	11	7	9	29	2	.....	2	14	15	36	67	6
$10 to $11.99	.....	1	7	13	28	49	3	.....	.....	1	4	11	16	.....
$12 and over	.....	.....	12	42	206	260	13	.....	.....	.....	3	5	8	.....
Total	.....	16	49	70	249	384	23	.....	29	78	72	106	285	14
Not reported	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	.....	13.79	3.85	5.56	.....	3.86	.....
$3 to $3.99	.....	37.50	2.04	.....	.....	1.82	.....	.....	10.34	3.85	2.78	1.89	3.51	.....
$4 to $4.99	.....	25.00	2.04	2.86	.....	1.82	.....	.....	24.14	14.10	5.56	1.89	8.42	.....
$5 to $5.99	.....	12.50	10.20	2.86	0.80	2.87	.....	.....	6.90	15.38	16.66	8.49	12.28	.....
$6 to $6.99	.....	6.25	14.29	.....	.40	2.34	.....	.....	24.14	17.95	13.89	9.43	14.39	.....
$7 to $7.99	.....	.....	10.20	5.71	1.21	3.13	.....	.....	13.79	25.64	25.00	29.24	25.61	.....
$8 to $9.99	.....	12.50	22.45	10.00	3.61	7.55	.....	.....	6.90	17.95	20.83	33.96	23.51	.....
$10 to $11.99	.....	6.25	14.29	18.57	11.25	12.76	.....	.....	.....	1.28	5.56	10.38	5.61	.....
$12 and over	.....	.....	24.49	60.00	82.73	67.71	.....	.....	.....	.....	4.16	4.72	2.81	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CLOCKS AND WATCHES—Concluded.

INDIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	6	8	1	.....	.....	15	.....	5	8	1	3	2	19	.....
$3 to $3.99	2	4	3	.....	.....	9	.....	1	6	2	2	.....	11	.....
$4 to $4.99	.....	.....	.....	.....	2	2	.....	1	6	6	5	2	20	.....
$5 to $5.99	.....	.....	.....	.....	2	2	.....	.....	2	8	6	3	19	.....
$6 to $6.99	1	2	.....	.....	4	7	.....	.....	3	12	10	3	28	.....
$7 to $7.99	.....	1	.....	1	1	3	.....	.....	.....	2	8	4	14	.....
$8 to $9.99	.....	1	5	4	7	17	.....	.....	.....	2	.....	2	4	.....
$10 to $11.99	.....	.....	3	7	7	17	.....	.....	.....	1	1	.....	2	.....
$12 and over	.....	.....	6	14	66	86	.....	.....	.....	.....	.....	1	1	.....
Total	9	16	18	26	89	158	.....	7	25	34	35	17	118	.....
Not reported	1	.....	.....	3	23	27	.....	.....	6	5	5	4	20	.....

PER CENT.

Under $3	66.67	50.00	5.55	.....	.....	9.49	.....	71.42	32.00	2.94	8.57	11.76	16.10	.....
$3 to $3.99	22.22	25.00	16.67	.....	.....	5.69	.....	14.29	24.00	5.88	5.71	.....	9.32	.....
$4 to $4.99	.....	.....	.....	.....	2.25	1.27	.....	14.29	24.00	17.65	14.29	11.76	16.95	.....
$5 to $5.99	.....	.....	.....	.....	2.25	1.27	.....	.....	8.00	23.53	17.14	17.65	16.10	.....
$6 to $6.99	11.11	12.50	.....	.....	4.50	4.43	.....	.....	12.00	35.30	28.57	17.65	23.73	.....
$7 to $7.99	.....	6.25	.....	3.85	1.12	1.90	.....	.....	.....	5.88	22.86	23.53	11.86	.....
$8 to $9.99	.....	6.25	27.78	15.38	7.86	10.76	.....	.....	.....	5.88	.....	11.76	3.39	.....
$10 to $11.99	.....	.....	16.67	26.92	7.86	10.76	.....	.....	.....	2.94	2.86	.....	1.70	.....
$12 and over	.....	.....	33.33	53.85	74.16	54.43	.....	.....	.....	.....	.....	5.89	.85	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CONFECTIONERY.

MAINE.

NUMBER.

Under $3	.....	.....	1	.....	.....	1	.....	1	1	1	2	.....	5	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	2	3	4	2	.....	11	.....
$4 to $4.99	2	.....	.....	1	.....	3	.....	.....	.....	8	3	3	14	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2	5	9	.....
$6 to $6.99	1	.....	1	.....	1	3	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2	.....
$8 to $9.99	.....	.....	.....	.....	3	3	.....	.....	.....	.....	.....	3	3	.....
$10 to $11.99	.....	.....	.....	.....	5	5	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	7	7	.....	.....	.....	.....	.....	.....	.....	.....
Total	3	.....	2	1	16	22	.....	3	5	14	10	12	44	.....

PER CENT.

Under $3	.....	.....	50.00	.....	.....	4.54	.....	33.33	20.00	7.14	20.00	.....	11.36	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	66.67	60.00	28.57	20.00	.....	25.00	.....
$4 to $4.99	66.67	.....	.....	100.00	.....	13.64	.....	.....	.....	57.15	30.00	25.00	31.82	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	20.00	7.14	20.00	41.67	20.45	.....
$6 to $6.99	33.33	.....	50.00	.....	6.25	13.64	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	10.00	8.33	4.55	.....
$8 to $9.99	.....	.....	.....	.....	18.75	13.64	.....	.....	.....	.....	.....	25.00	6.82	.....
$10 to $11.99	.....	.....	.....	.....	31.25	22.72	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	43.75	31.82	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	.....	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CONFECTIONERY—Continued.

MASSACHUSETTS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	2	2	4	1	9	.....	6	12	4	2	2	26	1
$3 to $3.99	1	2	1	.....	2	6	.....	72	56	17	12	11	168	1
$4 to $4.99	3	3	3	5	5	19	1	46	86	46	19	16	213	2
$5 to $5.99	3	5	12	11	14	45	.....	7	74	74	39	32	226	1
$6 to $6.99	2	5	9	14	11	41	1	1	26	57	34	16	134	.....
$7 to $7.99	1	5	18	14	16	54	3	.....	8	25	15	16	64	.....
$8 to $9.99	.....	5	17	20	32	74	3	1	1	9	21	20	52	.....
$10 to $11.99	.....	2	6	12	25	45	.....	.....	.....	.....	.....	3	6	9	.....
$12 and over	.....	.....	3	17	118	138	4	.....	.....	.....	.....	10	10	.....
Total	10	29	71	97	224	431	12	133	263	232	145	129	902	5

PER CENT.

Under $3	.....	6.90	2.82	4.12	0.45	2.09	.....	4.51	4.56	1.72	1.38	1.55	2.88	.....
$3 to $3.99	10.00	6.90	1.41	.....	.89	1.39	.....	54.14	21.29	7.33	8.28	8.53	18.62	.....
$4 to $4.99	30.00	10.34	4.23	5.16	2.23	4.41	.....	34.59	32.70	19.83	13.10	12.40	23.61	.....
$5 to $5.99	30.00	17.24	16.90	11.34	6.25	10.44	.....	5.26	28.14	31.90	26.90	24.81	25.06	.....
$6 to $6.99	20.00	17.24	12.67	14.43	4.91	9.51	.....	.75	9.89	24.57	23.45	12.40	14.86	.....
$7 to $7.99	10.00	17.24	25.35	14.43	7.14	12.53	.....	.....	3.04	10.77	10.34	12.40	7.10	.....
$8 to $9.99	.....	17.24	23.94	20.62	14.29	17.17	.....	.75	.38	3.88	14.48	15.51	5.76	.....
$10 to $11.99	.....	6.90	8.45	12.37	11.16	10.44	.....	.....	.....	.....	2.07	4.65	1.00	.....
$12 and over	.....	.....	4.23	17.53	52.68	32.02	.....	.....	.....	.....	.....	7.75	1.11	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

RHODE ISLAND.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	1	.....	.....	1	.....	.....	1	.....
$3 to $3.99	1	.....	.....	1	.....	2	.....	4	.....	1	1	.....	6	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	2	1	2	.....	.....	5	.....
$5 to $5.99	.....	1	.....	1	1	3	.....	.....	.....	.....	1	.....	1	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	.....	.....	1	1	.....	.....	.....	1	.....	.....	1	.....
$8 to $9.99	.....	.....	.....	3	1	4	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	1	1	2	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	1	2	3	.....	.....	.....	.....	.....	.....	.....	.....
Total	1	1	.....	7	6	15	1	6	1	5	2	.....	14	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	.....	.....	20.00	.....	.....	7.14	.....
$3 to $3.99	100.00	.....	.....	14.29	.....	13.33	.....	66.67	.....	20.00	50.00	.....	42.86	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	33.33	100.00	40.00	.....	.....	35.72	.....
$5 to $5.99	.....	100.00	.....	14.29	16.67	20.00	.....	.....	.....	.....	50.00	.....	7.14	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	.....	.....	16.67	6.67	.....	.....	.....	20.00	.....	.....	7.14	.....
$8 to $9.99	.....	.....	.....	42.86	16.67	26.67	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	14.28	16.66	13.33	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	14.28	33.33	20.00	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	.....	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	.....	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CONFECTIONERY—Continued.

NEW YORK.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	2	11	4	1	3	21	.....
$3 to $3.99	.....	2	.....	.....	3	5	.....	7	27	6	6	15	61	.....
$4 to $4.99	.....	1	1	.....	.....	2	.....	5	54	30	11	37	137	.....
$5 to $5.99	1	5	3	2	4	15	.....	.....	39	35	31	30	135	.....
$6 to $6.99	.....	4	8	4	7	23	.....	.....	11	20	15	38	84	1
$7 to $7.99	.....	.....	7	9	12	21	.....	.....	6	11	11	8	36	.....
$8 to $9.99	.....	2	11	20	41	74	.....	.....	2	7	15	23	47	.....
$10 to $11.99	.....	.....	6	17	49	72	2	.....	.....	2	1	8	11	.....
$12 and over	.....	.....	3	18	162	183	2	.....	.....	.....	1	1	2	.....
Total	1	14	39	63	278	395	4	14	150	115	92	163	534	1
Not reported	.....	.....	2	1	.....	3	.....	.....	.....	1	.....	.....	1	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	14.29	7.33	3.48	1.09	1.84	3.93	.....
$3 to $3.99	.....	14.29	.....	.....	1.08	1.26	.....	50.00	18.00	5.22	6.52	9.20	11.42	.....
$4 to $4.99	.....	7.14	2.56	.....	.....	.51	.....	35.71	36.00	26.09	11.96	22.70	25.66	.....
$5 to $5.99	100.00	35.71	7.69	3.17	1.44	3.80	.....	.....	26.00	30.43	33.69	18.41	25.28	.....
$6 to $6.99	.....	28.57	20.51	6.35	2.52	5.82	.....	.....	7.33	17.39	16.30	23.31	15.73	.....
$7 to $7.99	.....	.....	17.95	3.17	4.32	5.32	.....	.....	4.00	9.56	11.96	4.91	6.74	.....
$8 to $9.99	.....	14.29	28.21	31.75	14.75	18.73	.....	.....	1.34	6.09	16.30	14.11	8.80	.....
$10 to $11.99	.....	.....	15.39	26.99	17.62	18.23	.....	.....	.....	1.74	1.09	4.91	2.06	.....
$12 and over	.....	.....	7.69	28.57	58.27	46.33	.....	.....	.....	.....	1.09	.61	.38	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

NEW JERSEY.

NUMBER.

Under $3	.....	.....	.....	1	.....	1	.....	3	1	1	.....	.....	5	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	9	4	.....	.....	.....	13	.....
$4 to $4.99	.....	.....	.....	1	1	2	.....	.....	2	.....	.....	.....	2	.....
$5 to $5.99	.....	3	6	.....	2	11	.....	.....	2	1	.....	.....	3	.....
$6 to $6.99	.....	1	1	1	1	4	.....	.....	.....	.....	1	.....	1	.....
$7 to $7.99	.....	.....	1	.....	1	2	.....	.....	.....	.....	1	.....	1	.....
$8 to $9.99	.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	1	1	2	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	1	4	5	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	4	8	5	12	29	.....	12	9	2	2	.....	25	.....

PER CENT.

Under $3	.....	.....	.....	20.00	.....	3.44	.....	25.00	11.11	50.00	.....	.....	20.00	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	75.00	44.45	.....	.....	.....	52.00	.....
$4 to $4.99	.....	.....	.....	20.00	8.34	6.90	.....	.....	22.22	.....	.....	.....	8.00	.....
$5 to $5.99	.....	75.00	75.00	.....	16.67	37.93	.....	.....	22.22	50.00	.....	.....	12.00	.....
$6 to $6.99	.....	25.00	12.50	20.00	8.33	13.79	.....	.....	.....	.....	50.00	.....	4.00	.....
$7 to $7.99	.....	.....	12.50	.....	8.33	6.90	.....	.....	.....	.....	50.00	.....	4.00	.....
$8 to $9.99	.....	.....	.....	.....	16.67	6.90	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	20.00	8.33	6.90	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	20.00	33.33	17.24	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	.....	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CONFECTIONERY—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	4	4	.....	4	1	13	.....	21	26	17	3	.....	67	.....
$3 to $3.99	10	8	10	2	1	31	.....	23	24	18	11	3	79	.....
$4 to $4.99	1	4	2	.....	3	10	.....	3	19	27	16	8	73	.....
$5 to $5.99	.....	.....	14	4	9	27	.....	1	15	24	18	8	66	.....
$6 to $6.99	.....	5	7	6	9	27	.....	1	4	19	18	10	52	.....
$7 to $7.99	1	1	7	4	4	17	.....	.....	.....	4	11	11	26	.....
$8 to $9.99	.....	.....	3	7	20	30	.....	.....	.....	2	2	16	20	.....
$10 to $11.99	.....	.....	.....	3	14	17	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	2	29	31	.....	.....	.....	.....	.....	2	2	.....
Total	16	22	43	32	90	203	.....	49	88	111	79	58	385	.....
Not reported	.....	1	1	.....	1	3	.....	2	10	11	3	.....	26	.....

PER CENT.

Under $3	25.00	18.18	.....	12.50	1.11	6.41	.....	42.86	29.55	15.32	3.80	.....	17.40	.....
$3 to $3.99	62.50	36.36	23.25	6.25	1.11	15.27	.....	46.94	27.27	16.22	13.92	5.17	20.52	.....
$4 to $4.99	6.25	18.18	4.65	.....	3.33	4.93	.....	6.12	21.59	24.32	20.25	13.79	18.96	.....
$5 to $5.99	.....	.....	32.56	12.50	10.00	13.30	.....	2.04	17.05	21.62	22.79	13.79	17.14	.....
$6 to $6.99	.....	22.73	16.28	18.75	10.00	13.30	.....	2.04	4.54	17.12	22.79	17.24	13.51	.....
$7 to $7.99	6.25	4.55	16.28	12.50	4.45	8.37	.....	.....	.....	3.60	13.92	18.97	6.75	.....
$8 to $9.99	.....	.....	6.98	21.88	22.22	14.78	.....	.....	.....	1.80	2.53	27.59	5.20	.....
$10 to $11.99	.....	.....	.....	9.37	15.56	8.37	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	6.25	32.22	15.27	.....	.....	.....	.....	.....	3.45	.52	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MARYLAND.

NUMBER.

Under $3	10	5	4	4	5	28	.....	47	11	8	1	5	72	.....
$3 to $3.99	5	2	3	3	1	14	.....	11	8	13	2	8	42	.....
$4 to $4.99	2	2	3	1	8	16	.....	6	10	8	5	2	31	.....
$5 to $5.99	.....	5	4	1	9	19	.....	4	2	5	2	2	15	.....
$6 to $6.99	1	2	3	.....	6	12	.....	.....	1	1	1	2	5	.....
$7 to $7.99	.....	.....	2	3	13	18	.....	.....	2	2	1	1	6	.....
$8 to $9.99	.....	.....	1	3	15	19	.....	.....	.....	.....	1	.....	1	.....
$10 to $11.99	.....	.....	1	2	16	19	.....	.....	.....	2	.....	.....	2	.....
$12 and over	.....	.....	.....	2	28	30	.....	.....	.....	1	.....	.....	1	.....
Total	18	16	21	19	101	175	.....	68	34	40	13	20	175	.....
Not reported	1	.....	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	55.56	31.25	19.05	21.05	4.95	16.00	.....	69.12	32.36	20.00	7.69	25.00	41.14	.....
$3 to $3.99	27.78	12.50	14.29	15.79	.99	8.00	.....	16.18	23.53	32.50	15.39	40.00	24.00	.....
$4 to $4.99	11.11	12.50	14.29	5.26	7.92	9.14	.....	8.82	29.41	20.00	38.46	10.00	17.72	.....
$5 to $5.99	.....	31.25	19.05	5.26	8.91	10.86	.....	5.88	5.88	12.50	15.39	10.00	8.57	.....
$6 to $6.99	5.55	12.50	14.28	.....	5.94	6.86	.....	.....	2.94	2.50	7.69	10.00	2.86	.....
$7 to $7.99	.....	.....	9.52	15.79	12.87	10.28	.....	.....	5.88	5.00	7.69	5.00	3.43	.....
$8 to $9.99	.....	.....	4.76	15.79	14.85	10.86	.....	.....	.....	.....	7.69	.....	.57	.....
$10 to $11.99	.....	.....	4.76	10.53	15.84	10.86	.....	.....	.....	5.00	.....	.....	1.14	.....
$12 and over	.....	.....	.....	10.53	27.73	17.14	.....	.....	.....	2.50	.....	.....	.57	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CONFECTIONERY—Continued.

GEORGIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1					1	5	4	2	2		1	9	10
$3 to $3.99	5					5	1	4	6	1		1	12	4
$4 to $4.99							2	7	9	9	2	6	33	9
$5 to $5.99			1	3		4	3	3	7	7	3	6	26	2
$6 to $6.99		1	1	2		4	11	2	3	5	2	5	17	4
$7 to $7.99		1	2		5	8	3			3		1	4	6
$8 to $9.99				1	1	2	2			1			1	2
$10 to $11.99							3							
$12 and over				1	6	7	12							
Total	6	2	4	7	12	31	42	20	27	28	7	20	102	37

PER CENT.

Under $3	16.67					3.23		20.00	7.41	7.14		5.00	8.82	
$3 to $3.99	83.33					16.13		20.00	22.22	3.57		5.00	11.77	
$4 to $4.99								35.00	33.33	32.14	28.57	30.00	32.35	
$5 to $5.99			25.00	42.86		12.90		15.00	25.93	25.00	42.86	30.00	25.49	
$6 to $6.99		50.00	25.00	28.57		12.90		10.00	11.11	17.86	28.57	25.00	16.67	
$7 to $7.99		50.00	50.00		41.67	25.81				10.72		5.00	3.92	
$8 to $9.99				14.29	8.33	6.45				3.57			.98	
$10 to $11.99														
$12 and over				14.28	50.00	22.58								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

LOUISIANA.

NUMBER.

Under $3								1					1	
$3 to $3.99								1	2	1	1		5	
$4 to $4.99	1					1		2	4	4	1		11	
$5 to $5.99		1				1						1	1	
$6 to $6.99				1		1					1		1	
$7 to $7.99		1	1	1		3						1	1	
$8 to $9.99			1			1								
$10 to $11.99					2	2								
$12 and over				3	7	10								
Total	1	2	2	5	9	19		4	6	5	3	2	20	

PER CENT.

Under $3								25.00					5.00	
$3 to $3.99								25.00	33.33	20.00	33.34		25.00	
$4 to $4.99	100.00					5.26		50.00	66.67	80.00	33.33		55.00	
$5 to $5.99		50.00				5.26							5.00	
$6 to $6.99				20.00		5.26					33.33	50.00	5.00	
$7 to $7.99		50.00	50.00	20.00		15.79							5.00	
$8 to $9.99			50.00			5.26						50.00		
$10 to $11.99					22.22	10.53								
$12 and over				60.00	77.78	52.64								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CONFECTIONERY—Continued.

OHIO.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	1	1	.....	.....	2	.....	14	15	7	3	.....	39	.....
$3 to $3.99	.....	1	2	.....	.....	3	.....	31	35	13	2	1	82	.....
$4 to $4.99	.....	3	6	3	2	14	.....	14	36	30	5	4	89	2
$5 to $5.99	.....	13	10	6	6	35	.....	8	8	21	12	4	53	2
$6 to $6.99	.....	5	11	9	6	31	.....	.....	3	9	6	6	24	3
$7 to $7.99	.....	5	6	4	3	18	.....	.....	.....	4	4	8	16	1
$8 to $9.99	.....	3	6	8	9	26	.....	.....	.....	2	6	7	15	2
$10 to $11.99	.....	.....	1	6	11	18	.....	.....	.....	.....	1	1	2	.....
$12 and over	.....	.....	.....	8	49	57	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	31	43	44	86	204	.....	67	97	86	39	31	320	10
Not reported	.....	1	.....	.....	3	4	.....	.....	1	.....	.....	.....	1	3

PER CENT.

Under $3	.....	3.22	2.33	.....	.....	0.98	.....	20.90	15.47	8.14	7.69	.....	12.19	.....
$3 to $3.99	.....	3.22	4.65	.....	.....	1.47	.....	46.26	36.08	15.12	5.13	3.23	25.63	.....
$4 to $4.99	.....	9.68	13.95	6.82	2.32	6.86	.....	20.90	37.11	34.88	12.82	12.90	27.81	.....
$5 to $5.99	.....	41.94	23.26	13.64	6.98	17.16	.....	11.94	8.25	24.42	30.77	12.90	16.56	.....
$6 to $6.99	.....	16.13	25.58	20.45	6.98	15.20	.....	.....	3.09	10.46	15.38	19.35	7.50	.....
$7 to $7.99	.....	16.13	13.95	9.09	3.49	8.82	.....	.....	.....	4.65	10.26	25.81	5.00	.....
$8 to $9.99	.....	9.68	13.95	18.18	10.46	12.75	.....	.....	.....	2.33	15.38	22.58	4.69	.....
$10 to $11.99	.....	.....	2.33	13.64	12.79	8.82	.....	.....	.....	.....	2.57	3.23	.62	.....
$12 and over	.....	.....	.....	18.18	56.98	27.94	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

INDIANA.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	5	16	6	2	1	30	.....
$3 to $3.99	1	3	.....	.....	.....	4	.....	5	13	12	7	3	40	.....
$4 to $4.99	.....	.....	.....	1	.....	1	.....	.....	10	6	4	.....	20	1
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	1	2	5	2	2	12	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	1	.....	1	1	3	2	7	.....
$7 to $7.99	.....	.....	.....	1	.....	1	.....	.....	1	.....	.....	1	2	.....
$8 to $9.99	.....	.....	1	4	3	8	1	.....	.....	3	.....	2	5	1
$10 to $11.99	.....	.....	1	1	1	3	2	.....	.....	.....	.....	1	1	.....
$12 and over	.....	.....	1	.....	1	2	6	.....	.....	.....	.....	.....	.....	.....
Total	1	3	3	7	5	19	10	11	43	33	18	12	117	2
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	1	7

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	45.45	37.21	18.18	11.11	8.33	25.64	.....
$3 to $3.99	100.00	100.00	.....	.....	.....	21.05	.....	45.45	30.23	36.37	38.89	25.00	34.19	.....
$4 to $4.99	.....	.....	.....	14.29	.....	5.26	.....	.....	23.25	18.18	22.22	.....	17.09	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	9.10	4.65	15.15	11.11	16.67	10.26	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	2.33	3.03	16.67	16.67	5.98	.....
$7 to $7.99	.....	.....	.....	14.29	.....	5.26	.....	.....	2.33	.....	.....	8.33	1.71	.....
$8 to $9.99	.....	.....	33.34	57.14	60.00	42.11	.....	.....	.....	9.09	.....	16.67	4.27	.....
$10 to $11.99	.....	.....	33.33	14.28	20.00	15.79	.....	.....	.....	.....	.....	8.33	.86	.....
$12 and over	.....	.....	33.33	.....	20.00	10.53	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CONFECTIONERY—Concluded.

ILLINOIS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	11	2	1	.....	2	16	3
$3 to $3.99	6	1	.....	.....	.....	7	3	71	5	1	2	.....	79	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	3	13	31	5	2	1	52	6
$5 to $5.99	.....	.....	1	.....	.....	1	2	4	32	13	3	4	56	1
$6 to $6.99	.....	2	.....	.....	.....	2	2	4	37	25	5	7	78	5
$7 to $7.99	.....	.....	3	1	3	7	8	1	25	16	11	5	58	2
$8 to $9.99	.....	3	8	7	5	23	16	.....	39	38	15	14	106	4
$10 to $11.99	.....	2	5	4	18	29	10	.....	4	22	15	10	51	.....
$12 and over	.....	.....	4	4	33	41	48	.....	4	27	21	19	71	3
Total	6	8	21	16	59	110	92	104	179	148	74	62	567	24
Not reported	.....	.....	.....	.....	1	1	1	.....	3	1	1	.....	5	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	10.57	1.12	0.68	.....	3.23	2.82	.....
$3 to $3.99	100.00	12.50	.....	.....	.....	6.36	.....	68.27	2.79	.68	2.70	.....	13.93	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	12.50	17.32	3.38	2.70	1.61	9.17	.....
$5 to $5.99	.....	.....	4.76	.....	.....	.91	.....	3.85	17.88	8.78	4.05	6.45	9.88	.....
$6 to $6.99	.....	25.00	.....	.....	.....	1.82	.....	3.85	20.67	16.89	6.76	11.29	13.76	.....
$7 to $7.99	.....	.....	14.29	6.25	5.09	6.36	.....	.96	13.97	10.81	14.87	8.06	10.23	.....
$8 to $9.99	.....	37.50	38.09	43.75	8.47	20.91	.....	.....	21.79	25.68	20.27	22.58	18.70	.....
$10 to $11.99	.....	25.00	23.81	25.00	30.51	26.36	.....	.....	2.23	14.86	20.27	16.13	8.99	.....
$12 and over	.....	.....	19.05	25.00	55.93	37.28	.....	.....	2.23	18.24	28.38	30.65	12.52	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

WISCONSIN.

NUMBER.

Under $3	5	4	.....	.....	.....	9	.....	45	32	14	.....	4	95	.....
$3 to $3.99	11	5	1	.....	.....	17	.....	25	43	33	6	4	111	.....
$4 to $4.99	7	12	.....	.....	.....	19	.....	2	19	21	10	4	56	.....
$5 to $5.99	2	1	1	.....	.....	4	.....	.....	1	10	8	2	21	.....
$6 to $6.99	.....	2	.....	.....	.....	2	.....	.....	.....	4	2	2	8	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	3	3	8	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....
Total	25	24	2	.....	.....	51	.....	72	95	84	29	23	303	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....

PER CENT.

Under $3	20.00	16.67	.....	.....	.....	17.65	.....	62.50	33.69	16.67	.....	17.39	31.35	.....
$3 to $3.99	44.00	20.83	50.00	.....	.....	33.33	.....	34.72	45.26	39.29	20.69	17.39	36.64	.....
$4 to $4.99	28.00	50.00	.....	.....	.....	37.26	.....	2.78	20.00	25.00	34.48	17.39	18.48	.....
$5 to $5.99	8.00	4.17	50.00	.....	.....	7.84	.....	.....	1.05	11.90	27.59	8.70	6.93	.....
$6 to $6.99	.....	8.33	.....	.....	.....	3.92	.....	.....	.....	4.76	6.90	8.70	2.64	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	2.38	10.34	13.04	2.64	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8.70	.66	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	8.69	.66	.....
Total	100.00	100.00	100.00	.....	.....	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CORE MAKERS.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	1	1	1	.....	3	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	.....	3	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	1	4	.....	1	6	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	.....	5	2	1	1	9	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	3	1	1	3	8	.....
$12 and over	.....	.....	.....	.....	.....	.....	12	.....	8	12	7	7	34	.....
Total	.....	.....	.....	.....	.....	.....	12	.....	18	23	10	12	63	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....	.....	4	.....

PER CENT.

$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	5.56	4.35	10.00	.....	4.76	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	13.04	.....	.....	4.76	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	5.56	17.39	.....	8.33	9.52	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	.....	27.78	8.70	10.00	8.33	14.29	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	16.66	4.35	10.00	25.00	12.70	.....
$12 and over	.....	.....	.....	.....	.....	.....	100.0	.....	44.44	52.17	70.00	58.34	53.97	.....
Total	.....	.....	.....	.....	.....	.....	100.0	.....	100.00	100.00	100.00	100.00	100.00	.....

ILLINOIS.

NUMBER.

Under $3	.....	1	.....	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	.....	5	15	2	1	23	.....
$5 to $5.99	.....	.....	.....	1	.....	1	.....	.....	5	26	8	6	45	2
$6 to $6.99	.....	1	1	.....	.....	2	.....	.....	17	40	16	2	75	2
$7 to $7.99	.....	1	3	.....	.....	4	.....	.....	5	38	15	2	60	3
$8 to $9.99	.....	.....	3	1	3	7	.....	.....	3	36	22	3	64	1
$10 to $11.99	.....	.....	.....	1	7	8	.....	.....	1	5	4	5	15	.....
$12 and over	.....	.....	.....	2	8	10	.....	.....	.....	2	1	4	7	.....
Total	.....	3	7	5	18	33	.....	.....	36	162	68	23	289	8
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	1	4	.....	1	6	.....

PER CENT.

Under $3	.....	33.34	.....	.....	.....	3.03	.....	.....	.....	.....	.....	.....	.....	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	.....	13.89	9.26	2.94	4.35	7.96	.....
$5 to $5.99	.....	.....	.....	20.00	.....	3.03	.....	.....	13.89	16.05	11.77	26.08	15.57	.....
$6 to $6.99	.....	33.33	14.28	.....	.....	6.06	.....	.....	47.22	24.69	23.53	8.70	25.95	.....
$7 to $7.99	.....	33.33	42.86	.....	.....	12.12	.....	.....	13.89	23.46	22.06	8.70	20.76	.....
$8 to $9.99	.....	.....	42.86	20.00	16.67	21.21	.....	.....	8.33	22.22	32.35	13.04	22.15	.....
$10 to $11.99	.....	.....	.....	20.00	38.89	24.24	.....	.....	2.78	3.09	5.88	21.74	5.19	.....
$12 and over	.....	.....	.....	40.00	44.44	30.31	.....	.....	.....	1.23	1.47	17.39	2.42	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CORE MAKERS—Concluded.

INDIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3									5	1	1	1	8	
$3 to $3.99									1	2		1	4	
$4 to $4.99	2				1	3					1		1	
$5 to $5.99	1		1			2			1	1			2	
$6 to $6.99				3	1	4								
$7 to $7.99		1	2	1	1	5						1	1	
$8 to $9.99			4	3	1	8								
$10 to $11.99					1	1								
$12 and over					7	7								
Total	3	1	7	7	12	30			7	4	2	3	16	

PER CENT.

Under $3									71.42	25.00	50.00	33.34	50.00	
$3 to $3.99									14.29	50.00		33.33	25.00	
$4 to $4.99	66.67				8.34	10.00					50.00		6.25	
$5 to $5.99	33.33		14.29			6.67			14.29	25.00			12.50	
$6 to $6.99				42.86	8.33	13.33								
$7 to $7.99		100.00	28.57	14.28	8.33	16.67						33.33	6.25	
$8 to $9.99			57.14	42.86	8.33	26.67								
$10 to $11.99					8.33	3.33								
$12 and over					58.34	23.33								
Total	100.00	100.00	100.00	100.00	100.00	100.00			100.00	100.00	100.00	100.00	100.00	

CORSETS.

CONNECTICUT.

NUMBER.

Under $3	1					1		23	26	23	10	59	141	9
$3 to $3.99								37	23	24	14	59	157	6
$4 to $4.99		4				4		40	38	39	19	62	198	3
$5 to $5.99	2	3	2		2	9		30	46	64	33	104	277	3
$6 to $6.99		4	3	1	1	9	2	21	70	82	52	137	362	2
$7 to $7.99	1	3	2	2	1	9	1	10	48	67	55	170	350	1
$8 to $9.99		11	12	16	12	51	3	2	46	123	136	301	608	6
$10 to $11.99		1	7	14	21	43	4	1	15	47	45	171	279	4
$12 and over		1	8	27	223	259	18			5	11	55	71	2
Total	4	27	34	60	260	385	28	164	312	474	375	1,118	2,443	36
Not reported		1			1	2	1	3	1	7	6	8	25	5

PER CENT.

Under $3	25.00					0.26		14.02	8.33	4.85	2.67	5.28	5.77	
$3 to $3.99								22.56	7.37	5.06	3.73	5.28	6.43	
$4 to $4.99		14.82				1.04		24.39	12.18	8.23	5.06	5.55	8.10	
$5 to $5.99	50.00	11.11	5.88		0.77	2.34		18.29	14.74	13.50	8.80	9.30	11.34	
$6 to $6.99		14.82	8.82	1.67	.38	2.34		12.81	22.44	17.30	13.87	12.25	14.82	
$7 to $7.99	25.00	11.11	5.88	3.33	.38	2.34		6.10	15.39	14.14	14.67	15.21	14.33	
$8 to $9.99		40.74	35.30	26.67	4.62	13.24		1.22	14.74	25.95	36.27	26.92	24.89	
$10 to $11.99		3.70	20.59	23.33	8.08	11.17		.61	4.81	9.92	12.00	15.29	11.42	
$12 and over		3.70	23.53	45.00	85.77	67.27				1.05	2.93	4.92	2.90	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CORSETS—Continued.

NEW JERSEY.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	3	1	1	.....	.....	5	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	1	4	.....	1	1	7	.....
$4 to $4.99	.....	1	.....	.....	.....	1	.....	.....	2	2	2	3	9	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	3	4	9	.....
$6 to $6.99	2	.....	.....	.....	.....	2	.....	.....	1	8	4	6	19	1
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	1	7	3	13	24	1
$8 to $9.99	.....	.....	.....	2	.....	2	.....	.....	3	3	15	19	40	3
$10 to $11.99	.....	.....	.....	1	.....	1	.....	.....	.....	1	3	12	16	2
$12 and over	.....	.....	.....	2	.....	2	.....	.....	.....	.....	.....	1	1	.....
Total	2	1	.....	5	.....	8	.....	4	12	24	31	59	130	7
Not reported	.....	1	3	9	.....	13	.....	9	17	54	27	29	[1] 136	16

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	75.00	8.33	4.17	.....	.....	3.85	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	25.00	33.34	.....	3.22	1.70	5.38	.....
$4 to $4.99	.....	100.00	.....	.....	.....	12.50	.....	.....	16.67	8.33	6.45	5.08	6.92	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	8.33	9.68	6.78	6.92	.....
$6 to $6.99	100.00	.....	.....	.....	.....	25.00	.....	.....	8.33	33.33	12.90	10.17	14.62	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	8.33	29.17	9.68	22.03	18.46	.....
$8 to $9.99	.....	.....	.....	40.00	.....	25.00	.....	.....	25.00	12.50	48.39	32.20	30.77	.....
$10 to $11.99	.....	.....	.....	20.00	.....	12.50	.....	.....	.....	4.17	9.68	20.34	12.31	.....
$12 and over	.....	.....	.....	40.00	.....	25.00	.....	.....	.....	.....	.....	1.70	.77	.....
Total	100.00	100.00	.....	100.00	.....	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

ILLINOIS.

NUMBER.

Under $3	.....	1	.....	.....	.....	1	.....	28	9	7	4	5	53	.....
$3 to $3.99	4	2	.....	.....	.....	6	.....	31	6	4	3	3	47	.....
$4 to $4.99	1	2	.....	.....	.....	3	.....	15	20	12	1	3	51	1
$5 to $5.99	.....	2	.....	1	.....	3	.....	3	34	34	11	19	101	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	19	16	10	4	49	1
$7 to $7.99	.....	1	3	2	.....	6	.....	1	3	22	10	4	40	.....
$8 to $9.99	.....	2	2	4	5	13	.....	.....	9	16	16	10	51	.....
$10 to $11.99	.....	.....	1	4	6	11	.....	.....	1	1	4	4	10	.....
$12 and over	.....	.....	2	5	20	27	.....	.....	.....	1	2	9	12	.....
Total	5	10	8	16	31	70	.....	78	101	113	61	61	414	2
Not reported	.....	1	.....	2	.....	3	.....	3	3	2	1	.....	9	.....

PER CENT.

Under $3	.....	10.00	.....	.....	.....	1.43	.....	35.90	8.91	6.20	6.56	8.19	12.80	.....
$3 to $3.99	80.00	20.00	.....	.....	.....	8.57	.....	39.74	5.94	3.54	4.92	4.92	11.35	.....
$4 to $4.99	20.00	20.00	.....	.....	.....	4.29	.....	19.23	19.80	10.62	1.64	4.92	12.32	.....
$5 to $5.99	.....	20.00	.....	6.25	.....	4.29	.....	3.85	33.67	30.09	18.03	31.15	24.40	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	18.81	14.16	16.39	6.56	11.84	.....
$7 to $7.99	.....	10.00	37.50	12.50	.....	8.57	.....	1.28	2.97	19.47	16.39	6.56	9.66	.....
$8 to $9.99	.....	20.00	25.00	25.00	16.13	18.57	.....	.....	8.91	14.16	26.23	16.39	12.32	.....
$10 to $11.99	.....	.....	12.50	25.00	19.35	15.71	.....	.....	.99	.88	6.56	6.56	2.41	.....
$12 and over	.....	.....	25.00	31.25	64.52	38.57	.....	.....	.....	.88	3.28	14.75	2.90	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Including 1 learner who receives no wages.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CORSETS—Concluded.

MICHIGAN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	6	22	17	3	4	52	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	22	20	18	12	7	79	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	12	27	39	18	10	106	.....
$5 to $5.99	.....	.....	1	.....	.....	1	.....	9	44	35	18	12	118	.....
$6 to $6.99	.....	1	.....	.....	.....	1	.....	6	26	34	22	17	105	.....
$7 to $7.99	.....	1	1	1	.....	3	.....	1	18	33	24	16	92	.....
$8 to $9.99	.....	1	3	4	1	9	.....	.....	14	34	38	25	111	.....
$10 to $11.99	.....	.....	4	3	2	9	.....	.....	3	9	12	11	35	.....
$12 and over	.....	.....	.....	3	14	17	.....	.....	.....	.....	.....	5	5	.....
Total	.....	3	9	11	17	40	.....	56	174	219	147	107	703	.....
Not reported	.....	1	5	16	55	77	.....	5	11	7	7	9	39	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	10.71	12.64	7.77	2.04	3.74	7.40	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	39.29	11.49	8.22	8.16	6.54	11.24	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	21.43	15.52	17.81	12.25	9.35	15.08	.....
$5 to $5.99	.....	.....	11.11	.....	.....	2.50	.....	16.07	25.29	15.98	12.25	11.22	16.78	.....
$6 to $6.99	.....	33.34	.....	.....	.....	2.50	.....	10.71	14.94	15.52	14.96	15.89	14.93	.....
$7 to $7.99	.....	33.33	11.11	9.09	.....	7.50	.....	1.79	10.35	15.07	16.33	14.95	13.09	.....
$8 to $9.99	.....	33.33	33.33	36.37	5.88	22.50	.....	.....	8.05	15.52	25.85	23.36	15.79	.....
$10 to $11.99	.....	.....	44.45	27.27	11.77	22.50	.....	.....	1.72	4.11	8.16	10.28	4.98	.....
$12 and over	.....	.....	.....	27.27	82.35	42.50	.....	.....	.....	.....	.....	4.67	.71	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

CRACKERS AND BISCUITS.

MAINE.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	.....	1	1	2	.....	4	.....
$3 to $3.99	1	.....	.....	.....	.....	1	.....	.....	1	.....	.....	.....	1	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	3	5	.....
$6 to $6.99	.....	1	.....	.....	1	2	.....	.....	.....	.....	1	2	3	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	2	1	3	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	2	4	6	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	3	3	.....	.....	.....	.....	.....	.....	.....	.....
Total	1	1	.....	4	9	15	.....	.....	2	1	5	5	13	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	.....	50.00	100.00	40.00	.....	30.77	.....
$3 to $3.99	100.00	.....	.....	.....	.....	6.67	.....	.....	50.00	.....	.....	.....	7.69	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	40.00	60.00	38.46	.....
$6 to $6.99	.....	100.00	.....	.....	11.11	13.33	.....	.....	.....	.....	20.00	40.00	23.08	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	50.00	11.11	20.00	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	50.00	44.45	40.00	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	33.33	20.00	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	.....	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CRACKERS AND BISCUITS—Continued.

MASSACHUSETTS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1	1	.....	1	.....	3	.....	10	13	9	3	.....	35	.....
$3 to $3.99	1	1	4	.....	.....	6	.....	9	17	9	1	2	38	.....
$4 to $4.99	3	1	2	.....	.....	6	.....	10	13	11	2	5	41	.....
$5 to $5.99	2	5	2	2	.....	11	.....	4	14	19	12	8	57	.....
$6 to $6.99	2	4	10	.....	4	20	.....	5	10	13	8	7	43	.....
$7 to $7.99	1	.....	3	4	1	9	.....	.....	8	6	7	5	26	1
$8 to $9.99	.....	2	16	28	24	70	.....	.....	3	14	17	22	56	.....
$10 to $11.99	.....	.....	3	9	33	45	.....	.....	.....	.....	2	2	4	.....
$12 and over	.....	.....	2	17	98	117	1	.....	.....	.....	.....	1	1	.....
Total	10	14	42	61	160	287	1	38	78	81	52	52	301	1
Not reported	.....	2	2	.....	2	6	.....	1	1	.....	.....	3	5	.....

PER CENT.

Under $3	10.00	7.14	.....	1.64	.....	1.04	.....	26.32	16.67	11.11	5.77	.....	11.63	.....
$3 to $3.99	10.00	7.14	9.53	.....	.....	2.09	.....	23.68	21.79	11.11	1.92	3.85	12.62	.....
$4 to $4.99	30.00	7.14	4.76	.....	.....	2.09	.....	26.32	16.67	13.58	3.85	9.61	13.62	.....
$5 to $5.99	20.00	35.72	4.76	3.28	.....	3.83	.....	10.52	17.95	23.46	23.08	15.39	18.94	.....
$6 to $6.99	20.00	28.57	23.81	.....	2.50	6.97	.....	13.16	12.82	16.05	15.38	13.46	14.29	.....
$7 to $7.99	10.00	.....	7.14	6.56	.62	3.14	.....	.....	10.26	7.41	13.46	9.61	8.64	.....
$8 to $9.99	.....	14.29	38.10	45.90	15.00	24.39	.....	.....	3.84	17.28	32.69	42.31	18.60	.....
$10 to $11.99	.....	.....	7.14	14.75	20.63	15.68	.....	.....	.....	.....	3.85	3.85	1.33	.....
$12 and over	.....	.....	4.76	27.87	61.25	40.77	.....	.....	.....	.....	.....	1.92	.33	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

NEW YORK.

NUMBER.

Under $3	.....	.....	.....	.....	1	1	.....	.....	1	2	2	1	6	3
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	.....	9	8	.....	1	18	2
$4 to $4.99	.....	1	.....	1	.....	2	.....	.....	30	17	2	3	52	.....
$5 to $5.99	.....	1	1	.....	.....	2	.....	.....	44	46	19	10	119	12
$6 to $6.99	.....	.....	3	.....	1	4	.....	.....	6	36	21	4	67	.....
$7 to $7.99	.....	1	6	3	3	13	1	.....	5	25	17	13	60	1
$8 to $9.99	.....	1	11	9	15	36	.....	.....	3	21	29	9	62	.....
$10 to $11.99	.....	.....	6	18	44	68	1	.....	.....	2	3	2	7	.....
$12 and over	.....	.....	3	14	95	112	.....	.....	.....	.....	.....	2	2	.....
Total	.....	4	30	45	159	238	2	.....	98	157	93	45	393	18
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	.....	3	.....	1	4	.....

PER CENT.

Under $3	.....	.....	.....	.....	0.63	0.42	.....	.....	1.02	1.27	2.15	2.22	1.52	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	.....	9.19	5.10	.....	2.22	4.58	.....
$4 to $4.99	.....	25.00	.....	2.22	.....	.84	.....	.....	30.61	10.83	2.15	6.66	13.23	.....
$5 to $5.99	.....	25.00	3.33	.....	.....	.84	.....	.....	44.90	29.30	20.43	22.22	30.28	.....
$6 to $6.99	.....	.....	10.00	.....	.63	1.68	.....	.....	6.12	22.93	22.58	8.89	17.05	.....
$7 to $7.99	.....	25.00	20.00	6.67	1.89	5.46	.....	.....	5.10	15.92	18.28	28.89	15.27	.....
$8 to $9.99	.....	25.00	36.67	20.00	9.43	15.13	.....	.....	3.06	13.38	31.18	20.00	15.78	.....
$10 to $11.99	.....	.....	20.00	40.00	27.67	28.57	.....	.....	.....	1.27	3.23	4.45	1.78	.....
$12 and over	.....	.....	10.00	31.11	59.75	47.06	.....	.....	.....	.....	.....	4.45	.51	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CRACKERS AND BISCUITS—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	2	1	1	1	.....	5	.....	7	8	9	1	1	26	.....
$3 to $3.99	3	1	1	.....	.....	5	.....	71	85	23	5	2	186	.....
$4 to $4.99	8	10	1	.....	.....	19	.....	18	57	49	10	15	149	1
$5 to $5.99	3	9	3	.....	.....	15	.....	1	14	42	19	21	97	.....
$6 to $6.99	5	8	5	.....	2	20	.....	.....	4	13	17	8	42	.....
$7 to $7.99	.....	4	15	8	8	35	.....	.....	.....	14	11	13	38	.....
$8 to $9.99	.....	2	12	23	40	77	.....	.....	.....	3	11	15	29	.....
$10 to $11.99	.....	.....	5	16	43	64	.....	.....	.....	.....	.....	2	2	.....
$12 and over	.....	.....	3	8	117	128	.....	.....	.....	.....	.....	2	2	.....
Total	21	35	46	56	210	368	.....	97	168	153	74	79	571	1
Not reported	.....	1	.....	.....	1	2	.....	4	1	4	3	.....	12	.....

PER CENT.

Under $3	9.52	2.86	2.17	1.78	.....	1.36	.....	7.22	4.76	5.88	1.35	1.27	4.55	.....
$3 to $3.99	14.29	2.86	2.17	.....	.....	1.36	.....	73.19	50.60	15.03	6.76	2.53	32.57	.....
$4 to $4.99	38.09	28.57	2.17	.....	.....	5.16	.....	18.56	33.93	32.03	13.51	18.99	26.09	.....
$5 to $5.99	14.29	25.71	6.53	.....	.....	4.08	.....	1.03	8.33	27.45	25.67	26.58	16.99	.....
$6 to $6.99	23.81	22.86	10.87	.....	0.95	5.44	.....	.....	2.38	8.50	22.97	10.13	7.36	.....
$7 to $7.99	.....	11.43	32.61	14.29	3.81	9.51	.....	.....	.....	9.15	14.87	16.45	6.66	.....
$8 to $9.99	.....	5.71	26.08	41.07	19.05	20.92	.....	.....	.....	1.96	14.87	18.99	5.08	.....
$10 to $11.99	.....	.....	10.87	28.57	20.48	17.39	.....	.....	.....	.....	.....	2.53	.35	.....
$12 and over	.....	.....	6.53	14.29	55.71	34.78	.....	.....	.....	.....	.....	2.53	.35	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MARYLAND.

NUMBER.

Under $3	7	2	.....	.....	.....	9	.....	26	11	3	2	5	47	.....
$3 to $3.99	.....	3	1	.....	.....	4	.....	3	7	4	3	3	20	.....
$4 to $4.99	1	3	1	.....	5	10	.....	.....	3	3	.....	.....	6	.....
$5 to $5.99	1	3	1	.....	1	6	.....	.....	.....	.....	.....	.....	.....	.....
$6 to $6.99	.....	.....	1	1	6	8	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	1	2	2	5	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	1	1	2	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	.....	9	9	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	.....	.....	.....
Total	9	11	5	4	26	55	.....	29	21	10	5	8	73	.....
Not reported	.....	.....	.....	.....	1	1	.....	.....	1	1	.....	.....	2	.....

PER CENT.

Under $3	77.78	18.19	.....	.....	.....	16.36	.....	89.66	52.38	30.00	40.00	62.50	64.38	.....
$3 to $3.99	.....	27.27	20.00	.....	.....	7.27	.....	10.34	33.33	40.00	60.00	37.50	27.40	.....
$4 to $4.99	11.11	27.27	20.00	.....	19.23	18.18	.....	.....	14.29	30.00	.....	.....	8.22	.....
$5 to $5.99	11.11	27.27	20.00	.....	3.85	10.91	.....	.....	.....	.....	.....	.....	.....	.....
$6 to $6.99	.....	.....	20.00	25.00	23.07	14.55	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	20.00	50.00	7.69	9.09	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	25.00	3.85	3.64	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	.....	.....	34.62	16.36	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	.....	.....	.....	7.69	3.64	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CRACKERS AND BISCUITS—Continued.

GEORGIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3							2	3		1			4	1
$3 to $3.99							1	3	1		1	1	6	6
$4 to $4.99							3	5	1	1	2		9	5
$5 to $5.99							6				2		2	7
$6 to $6.99							3							4
$7 to $7.99														3
$8 to $9.99							7							3
$10 to $11.99							2							
$12 and over							7							
Total							31	11	2	2	5	1	21	29

PER CENT.

Under $3								27.27		50.00			19.05	
$3 to $3.99								27.27	50.00		20.00	100.00	28.57	
$4 to $4.99								45.46	50.00	50.00	40.00		42.86	
$5 to $5.99											40.00		9.52	
$6 to $6.99														
$7 to $7.99														
$8 to $9.99														
$10 to $11.99														
$12 and over														
Total								100.00	100.00	100.00	100.00	100.00	100.00	

LOUISIANA.

NUMBER.

Under $3	1	1				2		8	5	4	1	1	19	
$3 to $3.99	2	1				3		9	11	5	3	2	30	
$4 to $4.99	2		3	1		6		3	11	12	10	6	42	
$5 to $5.99	1	2	1	1		5			5	12	6	4	27	
$6 to $6.99		7	1	1	1	10		1	4	9	7	11	32	
$7 to $7.99		3		1	2	6			1		1		2	
$8 to $9.99	1	3	2		9	15					1	3	4	
$10 to $11.99			2	3	7	12								
$12 and over			3	9	44	56	1							
Total	7	17	12	16	63	115	1	21	37	42	29	27	156	
Not reported				1	2	3								

PER CENT.

Under $3	14.28	5.88				1.74		38.09	13.51	9.52	3.45	3.70	12.18	
$3 to $3.99	28.58	5.88				2.61		42.86	29.73	11.91	10.34	7.41	19.23	
$4 to $4.99	28.58		25.00	6.25		5.22		14.29	29.73	28.57	34.48	22.22	26.92	
$5 to $5.99	14.28	11.76	8.33	6.25		4.35			13.51	28.57	20.69	14.82	17.31	
$6 to $6.99		41.18	8.33	6.25	1.59	8.70		4.76	10.81	21.43	24.14	40.74	20.51	
$7 to $7.99		17.65		6.25	3.17	5.22			2.71		3.45		1.28	
$8 to $9.99	14.28	17.65	16.67		14.29	13.04					3.45	11.11	2.57	
$10 to $11.99			16.67	18.75	11.11	10.43								
$12 and over			25.00	56.25	69.84	48.69								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CRACKERS AND BISCUITS—Continued.

OHIO.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3									3	4		1	8	
$3 to $3.99								5	4	6	6	5	26	
$4 to $4.99	1					1		2	15	27	10	3	57	
$5 to $5.99		1	1	1		3			3	12	3	2	20	4
$6 to $6.99		9	5	3	1	18			1	18	7	5	31	
$7 to $7.99		2	5		1	8	1		1	7	5	4	17	2
$8 to $9.99		1	9	4	3	17	5			7	3	3	13	2
$10 to $11.99			4	6	9	19	4		1		3	2	6	
$12 and over			4	13	41	58	40		1			1	2	
Total	1	13	28	27	55	124	50	7	29	81	37	26	180	8
Not reported					2	2			1	5	2	1	9	

PER CENT.

Under $3									10.34	4.94		3.85	4.44	
$3 to $3.99								71.43	13.79	7.41	16.21	19.23	14.45	
$4 to $4.99	100.00					0.81		28.57	51.73	33.33	27.03	11.54	31.67	
$5 to $5.99		7.69	3.57	3.70		2.42			10.34	14.82	8.11	7.69	11.11	
$6 to $6.99		69.23	17.86	11.11	1.82	14.52			3.45	22.22	18.92	19.23	17.22	
$7 to $7.99		15.39	17.86		1.82	6.45			3.45	8.64	13.51	15.38	9.45	
$8 to $9.99		7.69	32.15	14.82	5.45	13.71				8.64	8.11	11.54	7.22	
$10 to $11.99			14.28	22.22	16.36	15.32			3.45		8.11	7.69	3.33	
$12 and over			14.28	48.15	74.55	46.77			3.45			3.85	1.11	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

ILLINOIS.

NUMBER.

Under $3							1	14	6	3			23	
$3 to $3.99	1		1	1	1	4	1	5	19	1	1		26	1
$4 to $4.99		3	2	1		6	7	1	23	10	3	4	41	
$5 to $5.99	1	1				2	3		37	40	6	8	91	2
$6 to $6.99		1			4	5	5	1	9	14	4	7	35	1
$7 to $7.99		1	9	7	6	23	2		2	5	3	2	12	
$8 to $9.99			3	2	11	16	3		2	16	5	2	25	2
$10 to $11.99		1	1	6	26	34	4			2	4	7	13	2
$12 and over			5	5	44	54	2				3	6	9	1
Total	2	7	21	22	92	144	28	21	98	91	29	36	275	9
Not reported				2	1	3		1	1				2	

PER CENT.

Under $3								66.67	6.12	3.30			8.36	
$3 to $3.99	50.00		4.76	4.55	1.09	2.78		23.81	19.39	1.10	3.44		9.46	
$4 to $4.99		42.86	9.52	4.55		4.17		4.76	23.47	10.99	10.35	11.11	14.91	
$5 to $5.99	50.00	14.29				1.39			37.76	43.96	20.69	22.22	33.09	
$6 to $6.99		14.29			4.35	3.47		4.76	9.18	15.38	13.79	19.44	12.73	
$7 to $7.99		14.28	42.86	31.82	6.52	15.97			2.04	5.49	10.35	5.56	4.36	
$8 to $9.99			14.29	9.09	11.96	11.11			2.04	17.58	17.24	5.56	9.09	
$10 to $11.99		14.28	4.76	27.27	28.26	23.61				2.20	13.79	19.44	4.73	
$12 and over			23.81	22.72	47.82	37.50					10.35	16.67	3.27	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

CRACKERS AND BISCUITS—Concluded.

INDIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	3	9	3	1	1	17	4
$3 to $3.99	1	1	.....	.....	.....	2	.....	5	3	4	2	3	17	2
$4 to $4.99	5	6	1	.....	.....	12	.....	3	6	9	2	5	25	1
$5 to $5.99	1	3	.....	.....	.....	4	.....	.....	2	3	3	3	11	.....
$6 to $6.99	.....	.....	1	.....	.....	1	.....	.....	1	2	1	2	6	.....
$7 to $7.99	.....	.....	2	1	.....	3	.....	.....	.....	.....	.....	1	1	.....
$8 to $9.99	.....	.....	2	2	5	9	.....	.....	.....	.....	.....	1	1	.....
$10 to $11.99	.....	1	1	2	8	12	.....	.....	.....	.....	1	.....	1	.....
$12 and over	.....	.....	1	3	15	19	.....	.....	.....	.....	.....	.....	.....	.....
Total	7	11	8	8	28	62	.....	11	21	21	10	16	79	7
Not reported	.....	1	.....	.....	.....	1	.....	.....	1	.....	.....	.....	1	1

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	27.27	42.86	14.29	10.00	6.25	21.52	.....
$3 to $3.99	14.29	9.09	.....	.....	.....	3.23	.....	45.46	14.29	19.05	20.00	18.75	21.52	.....
$4 to $4.99	71.42	54.55	12.50	.....	.....	19.35	.....	27.27	28.57	42.85	20.00	31.25	31.64	.....
$5 to $5.99	14.29	27.27	.....	.....	.....	6.45	.....	.....	9.52	14.29	30.00	18.75	13.92	.....
$6 to $6.99	.....	.....	12.50	.....	.....	1.61	.....	.....	4.76	9.52	10.00	12.50	7.59	.....
$7 to $7.99	.....	.....	25.00	12.50	.....	4.84	.....	.....	.....	.....	.....	6.25	1.27	.....
$8 to $9.99	.....	.....	25.00	25.00	17.86	14.52	.....	.....	.....	.....	.....	6.25	1.27	.....
$10 to $11.99	.....	9.09	12.50	25.00	28.57	19.35	.....	.....	.....	.....	10.00	.....	1.27	.....
$12 and over	.....	.....	12.50	37.50	53.57	30.65	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

HOSIERY AND KNIT GOODS.

MAINE.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	3	.....	2	.....	.....	5	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	2	.....	1	.....	.....	3	.....
$4 to $4.99	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	1	1	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	1	3	.....
$6 to $6.99	.....	.....	3	.....	.....	3	.....	.....	1	3	2	1	7	.....
$7 to $7.99	.....	.....	2	1	.....	3	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	2	.....	2	.....	.....	.....	.....	.....	1	1	.....
Total	.....	.....	6	3	.....	9	.....	5	1	8	2	4	20	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	.....	.....	1	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	60.00	.....	25.00	.....	.....	25.00	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	40.00	.....	12.50	.....	.....	15.00	.....
$4 to $4.99	.....	.....	16.67	.....	.....	11.11	.....	.....	.....	.....	.....	25.00	5.00	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	25.00	.....	25.00	15.00	.....
$6 to $6.99	.....	.....	50.00	.....	.....	33.33	.....	.....	100.00	37.50	100.00	25.00	35.00	.....
$7 to $7.99	.....	.....	33.33	33.33	.....	33.33	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	66.67	.....	22.23	.....	.....	.....	.....	.....	25.00	5.00	.....
Total	.....	.....	100.00	100.00	.....	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Continued.

MASSACHUSETTS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	4	2	1	.....	.....	7	1	4	3	8	2	2	19	.....
$3 to $3.99	2	.....	.....	.....	.....	2	.....	7	13	4	5	6	35	.....
$4 to $4.99	2	.....	.....	.....	.....	2	.....	2	16	18	10	9	55	.....
$5 to $5.99	.....	1	.....	.....	.....	1	.....	9	19	25	22	9	84	1
$6 to $6.99	.....	3	1	.....	1	5	.....	4	15	23	25	17	84	.....
$7 to $7.99	.....	.....	.....	1	.....	1	.....	2	16	27	29	21	95	.....
$8 to $9.99	.....	.....	.....	1	2	3	.....	3	15	35	40	47	140	1
$10 to $11.99	1	.....	4	1	6	12	.....	.....	1	8	17	32	58	.....
$12 and over	.....	.....	2	12	27	41	1	.....	.....	3	11	13	27	.....
Total	9	6	8	15	36	74	2	31	98	151	161	156	597	2
Not reported	.....	.....	.....	.....	.....	.....	.....	4	9	6	5	1	25	1

PER CENT.

Under $3	44.45	33.33	12.50	.....	.....	9.46	.....	12.90	3.06	5.30	1.24	1.28	3.18	.....
$3 to $3.99	22.22	.....	.....	.....	.....	2.70	.....	22.58	13.27	2.65	3.11	3.85	5.86	.....
$4 to $4.99	22.22	.....	.....	.....	.....	2.70	.....	6.45	16.33	11.92	6.21	5.77	9.21	.....
$5 to $5.99	.....	16.67	.....	.....	.....	1.35	.....	29.04	19.39	16.55	13.66	5.77	14.07	.....
$6 to $6.99	.....	50.00	12.50	.....	2.78	6.76	.....	12.90	15.30	15.23	15.53	10.90	14.07	.....
$7 to $7.99	.....	.....	.....	6.67	.....	1.35	.....	6.45	16.33	17.88	18.01	13.46	15.92	.....
$8 to $9.99	.....	.....	.....	6.67	5.55	4.05	.....	9.68	15.30	23.18	24.85	30.13	23.45	.....
$10 to $11.99	11.11	.....	50.00	6.66	16.67	16.22	.....	.....	1.02	5.30	10.56	20.51	9.72	.....
$12 and over	.....	.....	25.00	80.00	75.00	55.41	.....	.....	.....	1.99	6.83	8.33	4.52	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

RHODE ISLAND.

NUMBER.

Under $3	4	1	.....	.....	.....	5	.....	11	5	3	1	3	23	1
$3 to $3.99	.....	3	.....	.....	.....	3	.....	18	7	3	5	7	40	1
$4 to $4.99	7	3	.....	.....	.....	10	.....	19	26	18	8	11	82	3
$5 to $5.99	1	3	.....	.....	1	5	.....	11	36	27	12	21	107	9
$6 to $6.99	2	5	2	1	2	12	.....	3	19	38	28	47	135	14
$7 to $7.99	1	1	6	.....	.....	8	.....	4	10	40	42	35	131	19
$8 to $9.99	.....	2	6	6	13	27	.....	2	9	19	30	35	95	38
$10 to $11.99	.....	1	3	2	12	18	.....	.....	2	10	19	24	55	11
$12 and over	.....	.....	.....	3	26	29	.....	.....	.....	.....	.....	2	2	.....
Total	15	19	17	12	54	117	.....	68	114	158	145	185	670	96
Not reported	.....	.....	.....	1	.....	1	5	2	7	1	4	.....	14	3

PER CENT.

Under $3	26.66	5.26	.....	.....	.....	4.27	.....	16.18	4.39	1.90	0.69	1.62	3.43	.....
$3 to $3.99	.....	15.79	.....	.....	.....	2.56	.....	26.47	6.14	1.90	3.45	3.78	5.97	.....
$4 to $4.99	46.67	15.79	.....	.....	.....	8.55	.....	27.94	22.81	11.39	5.52	5.95	12.24	.....
$5 to $5.99	6.67	15.79	.....	.....	1.85	4.27	.....	16.18	31.58	17.09	8.28	11.35	15.97	.....
$6 to $6.99	13.33	26.32	11.77	8.33	3.70	10.26	.....	4.41	16.67	24.05	19.31	25.41	20.15	.....
$7 to $7.99	6.67	5.26	35.29	.....	.....	6.84	.....	5.88	8.77	25.32	28.96	18.92	19.55	.....
$8 to $9.99	.....	10.53	35.29	50.00	24.08	23.08	.....	2.94	7.89	12.02	20.69	18.92	14.18	.....
$10 to $11.99	.....	5.26	17.65	16.67	22.22	15.38	.....	.....	1.75	6.33	13.10	12.97	8.21	.....
$12 and over	.....	.....	.....	25.00	48.15	24.79	.....	.....	.....	.....	.....	1.08	.30	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Continued.

CONNECTICUT.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	1	.....	.....	.....	1	.....	8	3	3	1	2	17	.....
$3 to $3.99	1	.....	.....	.....	.....	1	.....	5	7	6	2	8	28	.....
$4 to $4.99	1	.....	.....	.....	.....	1	.....	12	9	12	8	9	50	.....
$5 to $5.99	2	4	1	.....	.....	7	.....	8	16	24	12	18	78	.....
$6 to $6.99	3	7	5	.....	2	17	.....	5	9	22	30	34	100	.....
$7 to $7.99	1	7	14	5	4	31	.....	1	13	24	22	25	85	.....
$8 to $9.99	.....	5	17	18	37	77	.....	2	17	41	30	64	154	.....
$10 to $11.99	.....	.....	3	11	26	40	.....	1	5	14	13	28	61	.....
$12 and over	.....	1	4	8	81	94	.....	.....	.....	2	1	2	5	.....
Total	8	25	44	42	150	269	.....	42	79	148	119	190	578	.....
Not reported	.....	.....	.....	1	1	2	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	.....	4.00	.....	.....	.....	0.37	.....	19.05	3.80	2.03	0.84	1.05	2.94	.....
$3 to $3.99	12.50	.....	.....	.....	.....	.37	.....	11.90	8.86	4.05	1.68	4.21	4.84	.....
$4 to $4.99	12.50	.....	.....	.....	.....	.37	.....	28.57	11.39	8.11	6.72	4.74	8.65	.....
$5 to $5.99	25.00	16.00	2.27	.....	.....	2.60	.....	19.05	20.25	16.22	10.08	9.47	13.50	.....
$6 to $6.99	37.50	28.00	11.36	.....	1.33	6.32	.....	11.90	11.39	14.86	25.21	17.90	17.30	.....
$7 to $7.99	12.50	28.00	31.82	11.90	2.67	11.52	.....	2.38	16.46	16.22	18.49	13.16	14.71	.....
$8 to $9.99	.....	20.00	38.64	42.86	24.67	28.63	.....	4.77	21.52	27.70	25.21	33.68	26.64	.....
$10 to $11.99	.....	.....	6.82	26.19	17.33	14.87	.....	2.38	6.33	9.46	10.93	14.74	10.55	.....
$12 and over	.....	4.00	9.09	19.05	54.00	34.95	.....	.....	.....	1.35	.84	1.05	.87	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

NEW YORK.

NUMBER.

Under $3	.....	1	.....	.....	4	5	.....	7	8	5	2	3	25	.....
$3 to $3.99	.....	.....	.....	1	.....	1	.....	5	23	8	5	8	49	.....
$4 to $4.99	3	2	4	.....	.....	9	.....	1	26	21	4	28	80	.....
$5 to $5.99	.....	8	2	1	1	12	.....	2	28	33	15	39	117	5
$6 to $6.99	2	3	8	3	7	23	.....	2	20	48	25	39	134	6
$7 to $7.99	.....	4	11	9	11	35	.....	1	13	35	35	38	122	11
$8 to $9.99	.....	3	15	10	54	82	.....	3	13	49	52	124	241	9
$10 to $11.99	.....	.....	5	10	53	68	.....	.....	9	31	67	111	218	2
$12 and over	.....	1	10	16	129	156	.....	.....	1	21	48	145	215	1
Total	5	22	55	50	259	391	.....	21	141	251	253	535	1,201	34
Not reported	.....	.....	.....	.....	1	1	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	.....	4.54	.....	.....	1.54	1.28	.....	33.34	5.67	1.99	0.79	0.56	2.08	.....
$3 to $3.99	.....	.....	.....	2.00	.....	.26	.....	23.81	16.31	3.19	1.98	1.50	4.08	.....
$4 to $4.99	60.00	9.09	7.27	.....	.....	2.30	.....	4.76	18.44	8.37	1.58	5.23	6.66	.....
$5 to $5.99	.....	36.37	3.64	2.00	.39	3.07	.....	9.52	19.86	13.15	5.93	7.29	9.74	.....
$6 to $6.99	40.00	13.64	14.55	6.00	2.70	5.88	.....	9.52	14.19	19.12	9.88	7.29	11.16	.....
$7 to $7.99	.....	18.18	20.00	18.00	4.25	8.95	.....	4.76	9.22	13.94	13.84	7.10	10.16	.....
$8 to $9.99	.....	13.64	27.27	20.00	20.85	20.97	.....	14.29	9.22	19.52	20.55	23.18	20.07	.....
$10 to $11.99	.....	.....	9.09	20.00	20.46	17.39	.....	.....	6.38	12.35	26.48	20.75	18.15	.....
$12 and over	.....	4.54	18.18	32.00	49.81	39.90	.....	.....	.71	8.37	18.97	27.10	17.90	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Continued.

NEW JERSEY.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	3	1	.....	.....	.....	4	.....	3	7	4	1	2	17	31
$3 to $3.99	5	.....	.....	.....	.....	5	.....	6	10	8	3	.....	27	22
$4 to $4.99	4	8	1	.....	1	14	.....	14	10	10	5	12	51	15
$5 to $5.99	6	11	6	3	3	29	.....	10	28	30	15	38	121	10
$6 to $6.99	2	3	7	4	7	23	2	2	9	13	12	11	47	11
$7 to $7.99	1	1	12	4	13	31	3	1	7	13	10	19	50	5
$8 to $9.99	.....	4	34	26	53	117	10	.....	3	9	7	7	26	5
$10 to $11.99	.....	1	3	9	24	37	2	.....	.....	.....	.....	3	3	2
$12 and over	.....	.....	3	15	67	85	5	.....	.....	.....	.....	2	2	.....
Total	21	29	66	61	168	345	22	36	74	87	53	94	344	101
Not reported	3	.....	.....	4	13	20	3	3	4	6	2	3	18	6

PER CENT.

Under $3	14.29	3.45	.....	.....	.....	1.16	.....	8.33	9.46	4.60	1.89	2.13	4.94	.....
$3 to $3.99	23.81	.....	.....	.....	.....	1.45	.....	16.67	13.51	9.20	5.66	.....	7.85	.....
$4 to $4.99	19.05	27.59	1.51	.....	0.59	4.06	.....	38.89	13.51	11.49	9.43	12.77	14.83	.....
$5 to $5.99	28.57	37.93	9.09	4.92	1.78	8.41	.....	27.78	37.84	34.48	28.30	40.42	35.17	.....
$6 to $6.99	9.52	10.34	10.61	6.56	4.17	6.67	.....	5.55	12.16	14.94	22.64	11.70	13.66	.....
$7 to $7.99	4.76	3.45	18.18	6.56	7.74	8.98	.....	2.78	9.46	14.94	18.87	20.21	14.54	.....
$8 to $9.99	.....	13.79	51.51	42.62	31.55	33.91	.....	.....	4.06	10.35	13.21	7.45	7.56	.....
$10 to $11.99	.....	3.45	4.55	14.75	14.29	10.72	.....	.....	.....	.....	.....	3.19	.87	.....
$12 and over	.....	.....	4.55	24.59	39.88	24.64	.....	.....	.....	.....	.....	2.13	.58	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

PENNSYLVANIA.

NUMBER.

Under $3	12	13	2	1	2	30	.....	106	51	13	3	11	184	.....
$3 to $3.99	30	18	5	1	3	57	.....	90	75	50	17	22	254	.....
$4 to $4.99	23	16	8	3	2	52	.....	44	93	63	39	41	280	.....
$5 to $5.99	8	12	17	4	5	46	.....	22	83	87	55	55	302	1
$6 to $6.99	2	9	14	6	10	41	.....	8	61	103	75	77	324	2
$7 to $7.99	.....	5	10	2	5	22	.....	3	44	84	92	99	322	2
$8 to $9.99	.....	3	13	20	41	77	.....	2	28	76	89	95	290	1
$10 to $11.99	.....	2	12	25	38	77	.....	1	.....	9	24	28	62	.....
$12 and over	.....	.....	6	14	110	130	1	1	1	1	1	6	10	.....
Total	75	78	87	76	216	532	1	277	436	486	395	434	2,028	6
Not reported	2	2	2	.....	13	19	.....	11	7	8	7	9	42	1

PER CENT.

Under $3	16.00	16.67	2.30	1.32	0.93	5.64	.....	38.27	11.70	2.68	0.76	2.54	9.07	.....
$3 to $3.99	40.00	23.08	5.75	1.32	1.39	10.71	.....	32.49	17.20	10.29	4.30	5.07	12.52	.....
$4 to $4.99	30.67	20.51	9.20	3.95	.93	9.77	.....	15.89	21.33	12.96	9.87	9.45	13.81	.....
$5 to $5.99	10.67	15.38	19.54	5.26	2.31	8.65	.....	7.94	19.04	17.90	13.93	12.67	14.89	.....
$6 to $6.99	2.66	11.54	16.09	7.89	4.63	7.71	.....	2.89	13.99	21.19	18.99	17.74	15.98	.....
$7 to $7.99	.....	6.41	11.49	2.63	2.31	4.14	.....	1.08	10.09	17.28	23.29	22.81	15.88	.....
$8 to $9.99	.....	3.85	14.94	26.32	18.98	14.47	.....	.72	6.42	15.64	22.53	21.89	14.30	.....
$10 to $11.99	.....	2.56	13.79	32.89	17.59	14.47	.....	.36	.....	1.85	6.08	6.45	3.06	.....
$12 and over	.....	.....	6.90	18.42	50.93	24.44	.....	.36	.23	.21	.25	1.38	.49	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Continued.

NORTH CAROLINA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	11	3	.....	.....	.....	14	.....	22	5	2	1	6	36	.....
$3 to $3.99	10	1	1	1	1	14	.....	12	4	2	3	1	22	3
$4 to $4.99	3	4	2	1	2	12	.....	6	11	12	9	7	45	3
$5 to $5.99	2	.....	2	1	1	6	.....	6	7	8	4	2	27	2
$6 to $6.99	.....	.....	3	1	1	5	1	1	5	5	7	7	25	2
$7 to $7.99	.....	.....	4	.....	4	8	1	2	2	2	1	1	8	2
$8 to $9.99	.....	.....	1	2	5	8	1	.....	.....	2	1	2	5	.....
$10 to $11.99	.....	.....	.....	2	.....	2	.....	.....	.....	.....	.....	1	1	.....
$12 and over	.....	.....	3	1	5	9	.....	.....	.....	.....	.....	.....	.....	.....
Total	26	8	16	9	19	78	3	49	34	33	26	27	169	12
Not reported	1	.....	.....	.....	.....	1	3	.....	.....	.....	.....	.....	.....	11

PER CENT.

Under $3	42.31	37.50	.....	.....	.....	17.95	.....	44.89	14.71	6.06	3.85	22.22	21.30	.....
$3 to $3.99	38.46	12.50	6.25	11.11	5.26	17.95	.....	24.49	11.76	6.06	11.54	3.70	13.02	.....
$4 to $4.99	11.54	50.00	12.50	11.11	10.53	15.38	.....	12.25	32.35	36.37	34.61	25.93	26.63	.....
$5 to $5.99	7.69	.....	12.50	11.11	5.26	7.69	.....	12.25	20.59	24.24	15.38	7.41	15.98	.....
$6 to $6.99	.....	.....	18.75	11.11	5.26	6.41	.....	2.04	14.71	15.15	26.92	25.93	14.79	.....
$7 to $7.99	.....	.....	25.00	.....	21.05	10.26	.....	4.08	5.88	6.06	3.85	3.70	4.73	.....
$8 to $9.99	.....	.....	6.25	22.23	26.32	10.26	.....	.....	.....	6.06	3.85	7.41	2.96	.....
$10 to $11.99	.....	.....	.....	22.22	.....	2.56	.....	.....	.....	.....	.....	3.70	.59	.....
$12 and over	.....	.....	18.75	11.11	26.32	11.54	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

GEORGIA.

NUMBER.

Under $3	29	2	1	1	2	35	1	51	11	9	2	13	86	2
$3 to $3.99	23	.....	2	.....	.....	25	.....	45	14	13	6	10	88	3
$4 to $4.99	19	6	4	2	.....	31	.....	27	18	17	9	13	84	3
$5 to $5.99	6	6	7	2	8	29	1	13	23	18	16	28	98	9
$6 to $6.99	6	7	7	9	15	44	6	14	11	19	13	12	69	3
$7 to $7.99	2	6	7	1	10	26	.....	4	7	7	9	8	35	4
$8 to $9.99	3	2	15	14	20	54	1	2	10	10	7	11	40	1
$10 to $11.99	1	.....	5	6	15	27	2	1	4	6	3	5	19	1
$12 and over	.....	2	2	9	24	37	5	.....	1	3	3	6	13	.....
Total	89	31	50	44	94	308	16	157	99	102	68	106	532	26
Not reported	9	2	1	1	1	14	.....	6	6	6	5	2	25	.....

PER CENT.

Under $3	32.59	6.45	2.00	2.27	2.13	11.36	.....	32.48	11.11	8.82	2.94	12.26	16.17	.....
$3 to $3.99	25.84	.....	4.00	.....	.....	8.12	.....	28.66	14.14	12.75	8.82	9.43	16.54	.....
$4 to $4.99	21.35	19.36	8.00	4.55	.....	10.06	.....	17.20	18.18	16.67	13.24	12.26	15.79	.....
$5 to $5.99	6.74	19.36	14.00	4.55	8.51	9.42	.....	8.28	23.24	17.65	23.53	26.42	18.42	.....
$6 to $6.99	6.74	22.58	14.00	20.45	15.96	14.29	.....	8.92	11.11	18.63	19.12	11.32	12.97	.....
$7 to $7.99	2.25	19.35	14.00	2.27	10.64	8.44	.....	2.55	7.07	6.86	13.24	7.55	6.58	.....
$8 to $9.99	3.37	6.45	30.00	31.82	21.27	17.53	.....	1.27	10.10	9.80	10.29	10.38	7.52	.....
$10 to $11.99	1.12	.....	10.00	13.64	15.96	8.77	.....	.64	4.04	5.88	4.41	4.72	3.57	.....
$12 and over	.....	6.45	4.00	20.45	25.53	12.01	.....	.....	1.01	2.94	4.41	5.66	2.44	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Continued.

LOUISIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	6	.....	1	.....	.....	7	.....	13	13	4	3	1	34	.....
$3 to $3.99	12	3	1	.....	.....	16	.....	13	18	4	4	2	41	.....
$4 to $4.99	4	2	.....	.....	.....	6	.....	20	10	6	1	3	40	.....
$5 to $5.99	2	1	1	.....	.....	4	.....	11	16	14	6	9	56	.....
$6 to $6.99	6	3	.....	.....	.....	9	.....	6	8	14	7	4	39	.....
$7 to $7.99	1	2	3	.....	1	7	.....	1	2	4	2	6	15	.....
$8 to $9.99	.....	4	3	2	4	13	.....	.....	1	2	.....	.....	3	.....
$10 to $11.99	.....	.....	1	1	2	4	.....	.....	.....	.....	.....	1	1	.....
$12 and over	.....	.....	.....	5	10	15	.....	.....	.....	.....	.....	.....	.....	.....
Total	31	15	10	8	17	81	.....	64	68	48	23	26	229	.....

PER CENT.

Under $3	19.36	.....	10.00	.....	.....	8.64	.....	20.31	19.12	8.33	13.04	3.85	14.85	.....
$3 to $3.99	38.71	20.00	10.00	.....	.....	19.75	.....	20.31	26.47	8.33	17.39	7.69	17.90	.....
$4 to $4.99	12.90	13.33	.....	.....	.....	7.41	.....	31.25	14.71	12.50	4.35	11.54	17.47	.....
$5 to $5.99	6.45	6.67	10.00	.....	.....	4.94	.....	17.19	23.53	29.17	26.09	34.61	24.45	.....
$6 to $6.99	19.36	20.00	.....	.....	.....	11.11	.....	9.38	11.76	29.17	30.43	15.38	17.03	.....
$7 to $7.99	3.22	13.33	30.00	.....	5.88	8.64	.....	1.56	2.94	8.33	8.70	23.08	6.55	.....
$8 to $9.99	.....	26.67	30.00	25.00	23.53	16.05	.....	.....	1.47	4.17	.....	.....	1.31	.....
$10 to $11.99	.....	.....	10.00	12.50	11.77	4.94	.....	.....	.....	.....	.....	3.85	.44	.....
$12 and over	.....	.....	.....	62.50	58.82	18.52	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

OHIO.

NUMBER.

Under $3	.....	.....	.....	.....	1	1	.....	3	2	11	3	7	26	.....
$3 to $3.99	4	4	.....	.....	.....	8	.....	6	35	16	7	8	72	.....
$4 to $4.99	2	7	3	.....	.....	12	.....	3	25	43	14	20	105	.....
$5 to $5.99	.....	7	5	1	.....	13	.....	2	19	48	20	26	115	.....
$6 to $6.99	1	2	6	5	4	18	.....	.....	10	46	20	34	110	.....
$7 to $7.99	.....	.....	12	2	10	24	.....	.....	8	39	22	12	81	.....
$8 to $9.99	.....	1	9	5	13	28	.....	.....	3	41	59	37	140	.....
$10 to $11.99	.....	.....	4	2	6	12	.....	.....	.....	22	30	21	73	.....
$12 and over	.....	.....	3	12	54	69	.....	.....	.....	5	15	11	31	.....
Total	7	21	42	27	88	185	.....	14	102	271	190	176	753	.....
Not reported	.....	.....	.....	.....	1	1	.....	.....	.....	1	1	.....	2	.....

PER CENT.

Under $3	.....	.....	.....	.....	1.14	0.54	.....	21.43	1.96	4.06	1.58	3.98	3.45	.....
$3 to $3.99	57.14	19.05	.....	.....	.....	4.32	.....	42.86	34.31	5.90	3.68	4.55	9.56	.....
$4 to $4.99	28.57	33.33	7.14	.....	.....	6.49	.....	21.43	24.51	15.87	7.37	11.36	13.94	.....
$5 to $5.99	.....	33.33	11.91	3.70	.....	7.03	.....	14.28	18.63	17.71	10.53	14.77	15.27	.....
$6 to $6.99	14.29	9.53	14.29	18.52	4.55	9.73	.....	.....	9.81	16.97	10.53	19.32	14.61	.....
$7 to $7.99	.....	.....	28.57	7.41	11.36	12.97	.....	.....	7.84	14.39	11.58	6.82	10.76	.....
$8 to $9.99	.....	4.76	21.43	18.52	14.77	15.13	.....	.....	2.94	15.13	31.05	21.02	18.59	.....
$10 to $11.99	.....	.....	9.52	7.41	6.82	6.49	.....	.....	.....	8.12	15.79	11.93	9.70	.....
$12 and over	.....	.....	7.14	44.44	61.36	37.30	.....	.....	.....	1.85	7.89	6.25	4.12	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Continued.

ILLINOIS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1	1	.....	3	1	6	1	6	15	9	4	3	37	11
$3 to $3.99	1	.....	.....	1	1	3	.....	7	15	12	10	10	54	10
$4 to $4.99	1	3	1	.....	2	7	2	7	23	21	24	13	88	2
$5 to $5.99	.....	.....	1	2	5	8	1	4	15	37	24	21	101	2
$6 to $6.99	.....	8	3	5	16	32	1	2	12	29	29	29	101	4
$7 to $7.99	1	3	2	3	8	17	1	.....	10	28	24	18	80	3
$8 to $9.99	.....	1	8	13	36	58	1	.....	5	18	32	35	90	6
$10 to $11.99	.....	1	4	11	44	60	6	.....	1	7	12	11	31	2
$12 and over	.....	.....	7	25	90	122	4	.....	.....	4	7	14	25	1
Total	4	17	26	63	203	313	17	26	96	165	166	154	607	41
Not reported	.....	.....	1	4	2	7	.....	1	4	3	3	4	15	1

PER CENT.

Under $3	25.00	5.88	.....	4.76	0.49	1.92	.....	23.08	15.63	5.46	2.41	1.95	6.09	.....
$3 to $3.99	25.00	.....	.....	1.59	.49	.96	.....	26.92	15.63	7.27	6.02	6.49	8.89	.....
$4 to $4.99	25.00	17.65	3.85	.....	.99	2.24	.....	26.92	23.95	12.73	14.46	8.44	14.50	.....
$5 to $5.99	.....	.....	3.85	3.17	2.46	2.55	.....	15.39	15.63	22.42	14.46	13.64	16.64	.....
$6 to $6.99	.....	47.06	11.54	7.94	7.88	10.22	.....	7.69	12.50	17.58	17.47	18.83	16.64	.....
$7 to $7.99	25.00	17.65	7.69	4.76	3.94	5.43	.....	.....	10.41	16.97	14.46	11.69	13.18	.....
$8 to $9.99	.....	5.88	30.77	20.64	17.73	18.53	.....	.....	5.21	10.91	19.28	22.73	14.83	.....
$10 to $11.99	.....	5.88	15.38	17.46	21.68	19.17	.....	.....	1.04	4.24	7.23	7.14	5.11	.....
$12 and over	.....	.....	26.92	39.68	44.34	38.98	.....	.....	.....	2.42	4.21	9.09	4.12	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

INDIANA.

NUMBER.

Under $3	4	2	.....	.....	.....	6	.....	29	20	11	5	7	72	.....
$3 to $3.99	13	4	.....	.....	1	18	2	24	27	19	5	14	89	.....
$4 to $4.99	5	7	1	.....	.....	13	1	23	38	31	14	24	130	1
$5 to $5.99	3	3	.....	.....	1	7	.....	12	44	48	18	28	150	.....
$6 to $6.99	4	3	1	1	.....	9	1	15	53	50	31	33	182	1
$7 to $7.99	1	1	4	1	2	9	1	5	36	71	40	28	180	1
$8 to $9.99	1	1	7	2	7	18	2	7	21	58	39	45	170	1
$10 to $11.99	.....	1	1	1	7	10	1	.....	.....	6	7	10	23	.....
$12 and over	.....	.....	.....	3	12	15	.....	.....	.....	2	1	8	11	.....
Total	31	22	14	8	30	105	8	115	239	296	160	197	1,007	4
Not reported	3	2	.....	.....	.....	5	.....	3	3	3	4	2	15	.....

PER CENT.

Under $3	12.90	9.09	.....	.....	.....	5.72	.....	25.22	8.37	3.72	3.12	3.56	7.15	.....
$3 to $3.99	41.93	18.18	.....	.....	3.33	17.14	.....	20.87	11.30	6.42	3.12	7.11	8.84	.....
$4 to $4.99	16.13	31.82	7.14	.....	.....	12.38	.....	20.00	15.90	10.47	8.75	12.18	12.91	.....
$5 to $5.99	9.68	13.63	.....	.....	3.33	6.67	.....	10.43	18.41	16.22	11.25	14.21	14.90	.....
$6 to $6.99	12.90	13.63	7.14	12.50	.....	8.57	.....	13.04	22.17	16.89	19.38	16.75	18.07	.....
$7 to $7.99	3.23	4.55	28.58	12.50	6.66	8.57	.....	4.35	15.06	23.99	25.00	14.21	17.88	.....
$8 to $9.99	3.23	4.55	50.00	25.00	23.34	17.14	.....	6.09	8.79	19.59	24.38	22.84	16.88	.....
$10 to $11.99	.....	4.55	7.14	12.50	23.34	9.52	.....	.....	.....	2.03	4.38	5.08	2.28	.....
$12 and over	.....	.....	.....	37.50	40.00	14.29	.....	.....	.....	.67	.62	4.06	1.09	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

HOSIERY AND KNIT GOODS—Concluded.

MICHIGAN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	.....	.....	.....	.....	15	11	6	8	2	42	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	14	31	18	6	5	74	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	9	26	30	13	8	86	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	22	41	24	11	98	.....
$6 to $6.99	1	.....	.....	.....	.....	1	.....	1	10	31	34	14	90	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	1	2	12	19	12	46	1
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	7	20	11	38	1
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	1	3	4	8	.....
$12 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	2	.....
Total	1	.....	.....	.....	.....	1	.....	40	102	146	127	69	484	2
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	6	.....	2	4	12	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	37.50	10.79	4.11	6.30	2.90	8.68	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	35.00	30.39	12.33	4.72	7.25	15.29	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	22.50	25.49	20.55	10.24	11.59	17.77	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	21.57	28.08	18.90	15.94	20.25	.....
$6 to $6.99	100.00	.....	.....	.....	.....	100.00	.....	2.50	9.80	21.23	26.77	20.29	18.60	.....
$7 to $7.99	.....	.....	.....	.....	.....	.....	.....	2.50	1.96	8.22	14.96	17.39	9.50	.....
$8 to $9.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	4.79	15.75	15.94	7.85	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	.....	.69	2.36	5.80	1.65	.....
$12 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2.90	.41	.....
Total	100.00	.....	.....	.....	.....	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

WISCONSIN.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	14	13	5	4	1	37	18
$3 to $3.99	2	.....	.....	.....	.....	2	.....	36	17	14	3	3	73	10
$4 to $4.99	3	.....	.....	.....	.....	3	1	24	39	20	6	2	91	6
$5 to $5.99	.....	3	.....	.....	.....	3	1	22	38	36	11	11	118	3
$6 to $6.99	1	5	1	.....	.....	7	.....	10	36	42	15	8	111	8
$7 to $7.99	1	2	1	.....	.....	4	.....	8	36	29	30	27	130	2
$8 to $9.99	.....	7	.....	.....	.....	7	.....	4	45	92	68	42	251	8
$10 to $11.99	.....	1	4	2	3	10	.....	1	18	51	52	32	154	3
$12 and over	.....	.....	1	2	11	14	.....	1	2	10	21	25	59	3
Total	7	18	7	4	14	50	2	120	244	299	210	151	1,024	61

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	11.67	5.33	1.67	1.90	0.66	3.61	.....
$3 to $3.99	28.57	.....	.....	.....	.....	4.00	.....	30.00	6.97	4.68	1.43	1.99	7.13	.....
$4 to $4.99	42.85	.....	.....	.....	.....	6.00	.....	20.00	15.98	6.69	2.86	1.32	8.89	.....
$5 to $5.99	.....	16.67	.....	.....	.....	6.00	.....	18.34	15.58	12.04	5.24	7.29	11.52	.....
$6 to $6.99	14.29	27.78	14.29	.....	.....	14.00	.....	8.33	14.75	14.05	7.14	5.30	10.84	.....
$7 to $7.99	14.29	11.11	14.29	.....	.....	8.00	.....	6.67	14.75	9.70	14.29	17.88	12.70	.....
$8 to $9.99	.....	38.89	.....	.....	.....	14.00	.....	3.33	18.44	30.77	32.38	27.81	24.51	.....
$10 to $11.99	.....	5.55	57.14	50.00	21.43	20.00	.....	.83	7.38	17.06	24.76	21.19	15.04	.....
$12 and over	.....	.....	14.28	50.00	78.57	28.00	.....	.83	.82	3.34	10.00	16.56	5.76	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

NUTS, BOLTS, AND SCREWS.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	6	1	3	4	2	16	2	23	7	9	3	4	46	
$3 to $3.99	10	2	1	1		14	1	27	12	9	3	6	57	
$4 to $4.99	12	4	3	1	5	25		18	12	16	5	8	59	
$5 to $5.99	5	2	4		4	15		3	12	14	7	4	40	
$6 to $6.99	6	6	6	11	9	38			10	15	8	3	36	
$7 to $7.99		2	7	5	8	22	1	1	10	19	9	1	40	
$8 to $9.99	3	2	11	21	71	108	1	2	2	10	7	3	24	
$10 to $11.99	2		6	11	26	45				1		1	2	
$12 and over			3	5	31	39	[1] 2							
Total	44	19	44	59	156	322	[2] 7	74	65	93	42	30	304	
Not reported	1					1					1		1	

PER CENT.

Under $3	13.64	5.26	6.82	6.78	1.28	4.97	31.08	10.77	9.68	7.14	13.34	15.13	
$3 to $3.99	22.73	10.53	2.27	1.70		4.35	36.49	18.46	9.68	7.14	20.00	18.75	
$4 to $4.99	27.27	21.05	6.82	1.70	3.21	7.76	24.33	18.46	17.20	11.90	26.66	19.41	
$5 to $5.99	11.36	10.53	9.09		2.56	4.66	4.05	18.46	15.05	16.67	13.34	13.16	
$6 to $6.99	13.64	31.57	13.64	18.64	5.77	11.80		15.39	16.13	19.05	10.00	11.84	
$7 to $7.99		10.53	15.91	8.47	5.13	6.83	1.35	15.39	20.43	21.43	3.33	13.16	
$8 to $9.99	6.82	10.53	25.00	35.60	45.51	33.54	2.70	3.07	10.75	16.67	10.00	7.89	
$10 to $11.99	4.54		13.64	18.64	16.67	13.98			1.08		3.33	.66	
$12 and over			6.81	8.47	19.87	12.11							
Total	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	100.00	

OHIO.

NUMBER.

Under $3	1					1		6	3	4	3	16	
$3 to $3.99	1					1	3	22	17	4	10	56	
$4 to $4.99	1					1	2	16	47	26	18	109	
$5 to $5.99							2	10	23	12	12	59	
$6 to $6.99								6	26	19	14	65	
$7 to $7.99								3	8	9	1	21	
$8 to $9.99									5	5	2	12	
Total	3					3	7	63	129	79	60	338	
Not reported									2	1	10	13	

PER CENT.

Under $3	33.34					33.34		9.52	2.33	5.06	5.00	4.73	
$3 to $3.99	33.33					33.33	42.86	34.92	13.18	5.06	16.67	16.57	
$4 to $4.99	33.33					33.33	28.57	25.40	36.43	32.91	30.00	32.25	
$5 to $5.99							28.57	15.88	17.83	15.19	20.00	17.46	
$6 to $6.99								9.52	20.15	24.05	23.33	19.23	
$7 to $7.99								4.76	6.20	11.40	1.67	6.21	
$8 to $9.99									3.88	6.33	3.33	3.55	
Total	100.00					100.00	100.00	100.00	100.00	100.00	100.00	100.00	

[1] Including teams.

[2] Including 2 with teams.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES.

MAINE.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1	1	1			3			2	1		2	5	
$3 to $3.99								6	8	11	1		26	
$4 to $4.99	1	1	1			3			4	5	8	12	29	
$5 to $5.99			3			3			2	9	8	11	30	
$6 to $6.99		1				1			2	3	7	11	23	
$7 to $7.99			1	2		3				2	2	7	11	
$8 to $9.99				4	4	8			1	3		2	6	
$10 to $11.99				2	5	7								
$12 and over					9	9						1	1	
Total	2	3	6	8	18	37		6	19	34	26	46	131	

PER CENT.

Under $3	50.00	33.34	16.67			8.11			10.53	2.94		4.35	3.81	
$3 to $3.99								100.00	42.10	32.36	3.85		19.85	
$4 to $4.99	50.00	33.33	16.67			8.11			21.05	14.71	30.77	26.09	22.14	
$5 to $5.99			50.00			8.11			10.53	26.47	30.77	23.91	22.90	
$6 to $6.99		33.33				2.70			10.53	8.82	26.92	23.91	17.56	
$7 to $7.99			16.66	25.00		8.11				5.88	7.69	15.22	8.40	
$8 to $9.99				50.00	22.22	21.62			5.26	8.82		4.35	4.58	
$10 to $11.99				25.00	27.78	18.92								
$12 and over					50.00	24.32						2.17	.76	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

MASSACHUSETTS.

NUMBER.

Under $3								3		1	1	1	6	
$3 to $3.99	1	1				2		5	8	2			15	
$4 to $4.99	2	1				3		5	1	6	4	8	24	
$5 to $5.99		1	1			2		2	13	13	6	13	47	
$6 to $6.99			3			3		1	10	10	13	17	51	
$7 to $7.99		2				2			2	12	25	20	59	
$8 to $9.99		1	4	1	1	7			5	7	13	38	63	
$10 to $11.99			3	3	7	13				1	7	19	27	
$12 and over			4	4	37	45				1	6	17	24	
Total	3	6	15	8	45	77		16	39	53	75	133	316	

PER CENT.

Under $3								18.75		1.89	1.33	0.75	1.90	
$3 to $3.99	33.33	16.67				2.60		31.25	20.51	3.77			4.75	
$4 to $4.99	66.67	16.67				3.89		31.25	2.57	11.32	5.33	6.02	7.59	
$5 to $5.99		16.67	6.66			2.60		12.50	33.33	24.53	8.00	9.77	14.87	
$6 to $6.99			20.00			3.89		6.25	25.64	18.87	17.34	12.78	16.14	
$7 to $7.99		33.33				2.60			5.13	22.64	33.33	15.04	18.67	
$8 to $9.99		16.66	26.67	12.50	2.22	9.09			12.82	13.20	17.34	28.57	19.94	
$10 to $11.99			20.00	37.50	15.56	16.89				1.89	9.33	14.29	8.55	
$12 and over			26.67	50.00	82.22	58.44				1.89	8.00	12.78	7.59	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Continued.

RHODE ISLAND.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3								3	5	2		1	11	
$3 to $3.99				1		1		3	4	4	2	1	14	
$4 to $4.99		3	1			4			6	1	3	4	14	
$5 to $5.99				1		1		1	3	7	6	3	20	
$6 to $6.99		1	3			4		1	1	5	4	1	12	
$7 to $7.99	1	1	1			3			2	3	3	5	13	
$8 to $9.99			1	2	2	5					3	3	6	
$10 to $11.99				1	4	5					1	1	2	
$12 and over				2	8	10								
Total	1	5	6	7	14	33		8	21	22	22	19	92	

PER CENT.

Under $3								37.50	23.81	9.09		5.26	11.96	
$3 to $3.99				14.29		3.03		37.50	19.05	18.18	9.09	5.26	15.22	
$4 to $4.99		60.00	16.67			12.12			28.57	4.54	13.64	21.06	15.22	
$5 to $5.99				14.29		3.03		12.50	14.29	31.82	27.27	15.79	21.74	
$6 to $6.99		20.00	50.00			12.12		12.50	4.76	22.73	18.18	5.26	13.04	
$7 to $7.99	100.00	20.00	16.67			9.09			9.52	13.64	13.64	26.32	14.13	
$8 to $9.99			16.66	28.57	14.29	15.15					13.64	15.79	6.52	
$10 to $11.99				14.28	28.57	15.15					4.54	5.26	2.17	
$12 and over				28.57	57.14	30.31								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

CONNECTICUT.

NUMBER.

Under $3								2	1			3	6	
$3 to $3.99								4	1	1		2	8	
$4 to $4.99								2	2			1	5	
$5 to $5.99									1	3	4	2	10	
$6 to $6.99		1				1			2	7	3	5	17	
$7 to $7.99										1	6	8	15	
$8 to $9.99			1		1	2					4	7	11	
$10 to $11.99					2	2						1	1	
$12 and over					6	6								
Total		1	1		9	11		8	7	12	17	29	73	
Not reported					1	1			3	1		1	5	

PER CENT.

Under $3								25.00	14.29			10.34	8.22	
$3 to $3.99								50.00	14.29	8.33		6.90	10.96	
$4 to $4.99								25.00	28.57			3.45	6.85	
$5 to $5.99									14.28	25.00	23.53	6.90	13.70	
$6 to $6.99		100.00				9.09			28.57	58.34	17.65	17.24	23.28	
$7 to $7.99										8.33	35.29	27.58	20.55	
$8 to $9.99			100.00		11.11	18.18					23.53	24.14	15.07	
$10 to $11.99					22.22	18.18						3.45	1.37	
$12 and over					66.67	54.55								
Total		100.00	100.00		100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Continued.

NEW YORK.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	1	.....	2	3	.....	.....	8	5	.....	3	16	.....
$3 to $3.99	1	4	1	.....	.....	6	.....	3	47	11	3	2	66	.....
$4 to $4.99	2	8	3	1	.....	14	.....	4	75	34	8	10	131	.....
$5 to $5.99	1	7	2	1	.....	11	.....	1	40	36	9	21	107	.....
$6 to $6.99	.....	3	7	3	3	16	.....	.....	23	39	22	18	102	.....
$7 to $7.99	.....	4	6	4	7	21	.....	.....	13	23	21	32	89	.....
$8 to $9.99	.....	3	14	17	19	53	.....	.....	8	41	24	54	127	.....
$10 to $11.99	.....	.....	8	7	26	41	.....	.....	3	7	6	16	32	.....
$12 and over	.....	1	4	21	97	123	.....	.....	1	7	2	3	13	.....
Total	4	30	46	54	154	288	.....	8	218	203	95	159	683	.....
Not reported	.....	.....	.....	1	3	4	.....	.....	7	3	.....	2	12	.....

PER CENT.

Under $3	.....	.....	2.17	.....	1.30	1.04	.....	.....	3.67	2.46	.....	1.89	2.34	.....
$3 to $3.99	25.00	13.33	2.17	.....	.....	2.08	.....	37.50	21.56	5.42	3.16	1.26	9.66	.....
$4 to $4.99	50.00	26.67	6.52	1.85	.....	4.86	.....	50.00	34.40	16.75	8.42	6.29	19.18	.....
$5 to $5.99	25.00	23.34	4.35	1.85	.....	3.82	.....	12.50	18.35	17.73	9.47	13.21	15.67	.....
$6 to $6.99	.....	10.00	15.22	5.56	1.95	5.56	.....	.....	10.55	19.21	23.16	11.32	14.93	.....
$7 to $7.99	.....	13.33	13.04	7.41	4.54	7.29	.....	.....	5.96	11.33	22.11	20.12	13.03	.....
$8 to $9.99	.....	10.00	30.44	31.48	12.34	18.40	.....	.....	3.67	20.20	25.26	33.96	18.60	.....
$10 to $11.99	.....	.....	17.39	12.96	16.88	14.24	.....	.....	1.38	3.45	6.32	10.06	4.69	.....
$12 and over	.....	3.33	8.70	38.89	62.99	42.71	.....	.....	.46	3.45	2.10	1.89	1.90	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

NEW JERSEY.

NUMBER.

Under $3	.....	1	1	1	.....	3	.....	12	7	5	7	4	35	.....
$3 to $3.99	1	1	1	.....	.....	3	.....	25	21	8	8	3	65	.....
$4 to $4.99	1	10	2	.....	.....	13	.....	6	21	11	8	9	55	.....
$5 to $5.99	1	3	2	4	.....	10	.....	7	21	23	13	5	69	.....
$6 to $6.99	1	4	3	1	3	12	.....	3	18	19	23	15	78	.....
$7 to $7.99	.....	5	7	.....	4	16	.....	1	7	17	7	8	40	.....
$8 to $9.99	.....	1	4	4	9	18	.....	1	4	13	24	14	56	.....
$10 to $11.99	.....	.....	5	10	17	32	.....	.....	1	.....	2	3	6	.....
$12 and over	.....	1	.....	9	39	49	.....	.....	.....	.....	1	.....	1	.....
Total	4	26	25	29	72	156	.....	55	100	96	93	61	405	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	1	.....	.....	1	.....	2	.....

PER CENT.

Under $3	.....	3.85	4.00	3.45	.....	1.92	.....	21.82	7.00	5.21	7.53	6.56	8.64	.....
$3 to $3.99	25.00	3.85	4.00	.....	.....	1.92	.....	45.45	21.00	8.33	8.60	4.92	16.05	.....
$4 to $4.99	25.00	38.46	8.00	.....	.....	8.34	.....	10.91	21.00	11.46	8.60	14.75	13.58	.....
$5 to $5.99	25.00	11.53	8.00	13.79	.....	6.41	.....	12.73	21.00	23.96	13.98	8.20	17.04	.....
$6 to $6.99	25.00	15.38	12.00	3.45	4.17	7.69	.....	5.45	18.00	19.79	7.53	24.59	19.26	.....
$7 to $7.99	.....	19.23	28.00	.....	5.55	10.26	.....	1.82	7.00	17.71	24.73	13.11	9.87	.....
$8 to $9.99	.....	3.85	16.00	13.79	12.50	11.54	.....	1.82	4.00	13.54	25.81	22.95	13.83	.....
$10 to $11.99	.....	.....	20.00	34.48	23.61	20.51	.....	.....	1.00	.....	2.15	4.92	1.48	.....
$12 and over	.....	3.85	.....	31.04	54.17	31.41	.....	.....	.....	.....	1.07	.....	.25	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	1	1	.....	.....	2	.....	20	20	7	3	5	55	.....
$3 to $3.99	2	2	1	.....	.....	5	.....	20	24	3	6	8	61	.....
$4 to $4.99	.....	6	1	.....	.....	7	.....	5	14	5	6	11	41	.....
$5 to $5.99	.....	1	2	.....	1	4	.....	.....	8	9	2	14	33	.....
$6 to $6.99	.....	.....	1	.....	1	2	.....	2	5	10	7	16	40	.....
$7 to $7.99	.....	.....	2	.....	.....	2	.....	.....	3	8	2	10	23	.....
$8 to $9.99	.....	1	2	2	6	11	5	.....	3	5	1	16	25	.....
$10 to $11.99	.....	.....	1	4	9	14	1	.....	.....	.....	.....	3	3	.....
$12 and over	.....	.....	.....	3	21	24	.....	.....	.....	.....	.....	.....	.....	.....
Total	2	11	11	9	38	71	6	47	77	47	27	83	281	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	1	.....	3	2	6	.....

PER CENT.

Under $3	.....	9.09	9.09	.....	.....	2.82	.....	42.55	25.97	14.89	11.11	6.02	19.57	.....
$3 to $3.99	100.00	18.18	9.09	.....	.....	7.04	.....	42.55	31.17	6.38	22.22	9.64	21.71	.....
$4 to $4.99	.....	54.55	9.09	.....	.....	9.86	.....	10.64	18.18	10.64	22.22	13.25	14.59	.....
$5 to $5.99	.....	9.09	18.19	.....	2.63	5.63	.....	.....	10.39	19.15	7.41	16.87	11.74	.....
$6 to $6.99	.....	.....	9.09	.....	2.63	2.82	.....	4.26	6.49	21.28	25.93	19.28	14.23	.....
$7 to $7.99	.....	.....	18.18	.....	.....	2.82	.....	.....	3.90	17.02	7.41	12.05	8.19	.....
$8 to $9.99	.....	9.09	18.18	22.22	15.79	15.49	.....	.....	3.90	10.64	3.70	19.28	8.90	.....
$10 to $11.99	.....	.....	9.09	44.45	23.69	19.72	.....	.....	.....	.....	.....	3.61	1.07	.....
$12 and over	.....	.....	.....	33.33	55.26	33.80	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MARYLAND.

NUMBER.

Under $3	1	1	.....	.....	.....	2	.....	32	15	3	2	1	53	.....
$3 to $3.99	5	1	.....	.....	.....	6	.....	12	20	8	2	2	44	.....
$4 to $4.99	.....	3	.....	.....	.....	3	.....	5	11	3	2	6	27	.....
$5 to $5.99	.....	2	1	1	2	6	.....	2	7	9	5	10	33	.....
$6 to $6.99	.....	1	1	1	1	4	.....	2	.....	3	1	4	10	.....
$7 to $7.99	.....	.....	1	4	1	6	.....	.....	.....	5	5	10	20	.....
$8 to $9.99	.....	.....	2	1	1	4	.....	.....	.....	2	1	1	4	.....
$10 to $11.99	.....	.....	.....	.....	8	8	.....	.....	.....	.....	.....	2	2	.....
$12 and over	.....	.....	.....	3	11	14	.....	.....	.....	.....	.....	.....	.....	.....
Total	6	8	5	10	24	53	.....	53	53	33	18	36	193	.....

PER CENT.

Under $3	16.67	12.50	.....	.....	.....	3.77	.....	60.38	28.30	9.09	11.11	2.78	27.46	.....
$3 to $3.99	83.33	12.50	.....	.....	.....	11.32	.....	22.64	37.74	24.24	11.11	5.55	22.80	.....
$4 to $4.99	.....	37.50	.....	.....	.....	5.66	.....	9.44	20.75	9.09	11.11	16.67	13.99	.....
$5 to $5.99	.....	25.00	20.00	10.00	8.33	11.32	.....	3.77	13.21	27.28	27.78	27.78	17.10	.....
$6 to $6.99	.....	12.50	20.00	10.00	4.17	7.55	.....	3.77	.....	9.09	5.56	11.11	5.18	.....
$7 to $7.99	.....	.....	20.00	40.00	4.17	11.32	.....	.....	.....	15.15	27.78	27.78	10.36	.....
$8 to $9.99	.....	.....	40.00	10.00	4.17	7.55	.....	.....	.....	6.06	5.55	2.78	2.07	.....
$10 to $11.99	.....	.....	.....	.....	33.33	15.09	.....	.....	.....	.....	.....	5.55	1.04	.....
$12 and over	.....	.....	.....	30.00	45.83	26.42	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Continued.

NORTH CAROLINA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3														
$3 to $3.99	1					1				2		1	3	
$4 to $4.99	1					1				1			1	
$5 to $5.99				1		1				3	4	5	12	
$6 to $6.99		1	1		2	4					1	3	4	
$7 to $7.99		1				1					1	2	3	
$8 to $9.99					1	1								
$10 to $11.99					2	2								
$12 and over														
Total	2	2	1	1	5	11				6	6	11	23	

PER CENT.

Under $3														
$3 to $3.99	50.00					9.09				33.33		9.09	13.04	
$4 to $4.99	50.00					9.09				16.67			4.35	
$5 to $5.99				100.00		9.09				50.00	66.66	45.46	52.18	
$6 to $6.99		50.00	100.00		40.00	36.37					16.67	27.27	17.39	
$7 to $7.99		50.00				9.09					16.67	18.18	13.04	
$8 to $9.99					20.00	9.09								
$10 to $11.99					40.00	18.18								
$12 and over														
Total	100.00	100.00	100.00	100.00	100.00	100.00				100.00	100.00	100.00	100.00	

GEORGIA.

NUMBER.

Under $3	1					1		2	1			1	4	
$3 to $3.99									3		2		5	
$4 to $4.99	1					1		2		1		1	4	
$5 to $5.99								2	1	3		2	8	
$6 to $6.99				1	2	3			1	1		1	3	
$7 to $7.99												2	2	
$8 to $9.99											1		1	
$10 to $11.99				1	1	2								
$12 and over					1	1								
Total	2			2	4	8		6	6	5	3	7	27	
Not reported	1					1		2				1	3	

PER CENT.

Under $3	50.00					12.50		33.34	16.67			14.29	14.81	
$3 to $3.99									50.00		66.67		18.52	
$4 to $4.99	50.00					12.50		33.33		20.00		14.29	14.81	
$5 to $5.99								33.33	16.67	60.00		28.57	29.63	
$6 to $6.99				50.00	50.00	37.50			16.66	20.00		14.28	11.11	
$7 to $7.99												28.57	7.41	
$8 to $9.99											33.33		3.71	
$10 to $11.99				50.00	25.00	25.00								
$12 and over					25.00	12.50								
Total	100.00			100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Continued.

LOUISIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3								12	3	2			17	
$3 to $3.99	3	1	1			5		4	6	1		2	13	
$4 to $4.99	4	1				5		3	3	2	2	4	14	
$5 to $5.99		1				1		2	3	5	3	4	17	
$6 to $6.99		1				1					2	6	8	
$7 to $7.99			2			2				3	4	3	10	
$8 to $9.99			2	2	1	5						2	2	
$10 to $11.99				3	2	5								
$12 and over					4	4								
Total	7	4	5	5	7	28		21	15	13	11	21	81	

PER CENT.

Under $3								57.14	20.00	15.39			20.99	
$3 to $3.99	42.86	25.00	20.00			17.86		19.05	40.00	7.69		9.52	16.05	
$4 to $4.99	57.14	25.00				17.86		14.29	20.00	15.39	18.18	19.05	17.28	
$5 to $5.99		25.00				3.57		9.52	20.00	38.46	27.27	19.05	20.99	
$6 to $6.99		25.00				3.57					18.18	28.57	9.88	
$7 to $7.99			40.00			7.14				23.07	36.37	14.29	12.34	
$8 to $9.99			40.00	40.00	14.29	17.86						9.52	2.47	
$10 to $11.99				60.00	28.57	17.86								
$12 and over					57.14	14.28								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

OHIO.

NUMBER.

Under $3								24	10		4		38	1
$3 to $3.99								13	34	12	1	2	62	2
$4 to $4.99		4	1			5		2	22	25	4	3	56	7
$5 to $5.99		4	3			7		1	10	22	6	4	43	12
$6 to $6.99			1	1	1	3		1	7	21	9	4	42	13
$7 to $7.99			6	2	2	10			1	15	12	5	33	17
$8 to $9.99			4	2	7	13				11	8	1	20	10
$10 to $11.99			2	3	5	10				2	1		3	4
$12 and over				3	12	15				1		1	2	
Total		8	17	11	27	63		41	84	109	45	20	299	66
Not reported										2	1		3	2

PER CENT.

Under $3								58.53	11.90		8.89		12.71	
$3 to $3.99								31.71	40.48	11.01	2.22	10.00	20.73	
$4 to $4.99		50.00	5.88			7.94		4.88	26.19	22.94	8.89	15.00	18.73	
$5 to $5.99		50.00	17.65			11.11		2.44	11.90	20.18	13.33	20.00	14.38	
$6 to $6.99			5.88	9.10	3.70	4.76		2.44	8.34	19.27	20.00	20.00	14.05	
$7 to $7.99			35.29	18.18	7.41	15.87			1.19	13.76	26.67	25.00	11.04	
$8 to $9.99			23.53	18.18	25.93	20.64				10.09	17.78	5.00	6.69	
$10 to $11.99			11.77	27.27	18.52	15.87				1.83	2.22		1.00	
$12 and over				27.27	44.44	23.81				.92		5.00	.67	
Total		100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Continued.

ILLINOIS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1					1		92	22	10	1		125	3
$3 to $3.99	6	6				12		97	44	11	1	3	156	7
$4 to $4.99	3	7				10		40	49	23	9	1	122	1
$5 to $5.99	1	4	2			7		8	43	24	4	5	84	
$6 to $6.99		1	2	1	1	5		2	26	27	6	2	63	
$7 to $7.99		1	2			3			22	26	10	4	62	
$8 to $9.99		1	2	2	3	8			15	33	29	19	96	
$10 to $11.99			5	1	1	7			3	15	9	12	39	
$12 and over			1	6	21	28				5	2	6	13	
Total	11	20	14	10	26	81		239	224	174	71	52	760	11
Not reported								6	1			1	8	

PER CENT.

Under $3	9.09					1.23		38.49	9.82	5.75	1.41		16.45	
$3 to $3.99	54.55	30.00				14.82		40.58	19.64	6.32	1.41	5.77	20.53	
$4 to $4.99	27.27	35.00				12.35		16.74	21.87	13.22	12.68	1.92	16.05	
$5 to $5.99	9.09	20.00	14.29			8.64		3.35	19.20	13.79	5.63	9.61	11.05	
$6 to $6.99		5.00	14.29	10.00	3.85	6.17		.84	11.61	15.52	8.45	3.85	8.29	
$7 to $7.99		5.00	14.29			3.70			9.82	14.94	14.08	7.69	8.16	
$8 to $9.99		5.00	14.28	20.00	11.53	9.88			6.70	18.97	40.84	36.54	12.63	
$10 to $11.99			35.71	10.00	3.85	8.64			1.34	8.62	12.68	23.08	5.13	
$12 and over			7.14	60.00	80.77	34.57				2.87	2.82	11.54	1.71	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

INDIANA.

NUMBER.

Under $3							1	9	9	3	1		22	4
$3 to $3.99	3	2				5		8	12	9	3		32	4
$4 to $4.99	2	4				6		6	18	18	5	5	52	1
$5 to $5.99	1	3				4		2	13	14	7	4	40	3
$6 to $6.99	1	1	1	2		5	1	2	6	10	6	7	31	1
$7 to $7.99		1	3	1	1	6	1			6	6	3	15	
$8 to $9.99		2	4	6	6	18	1			5	3	5	13	
$10 to $11.99			2	6	7	15	2		1		3	2	6	
$12 and over				3	18	21	1							
Total	7	13	10	18	32	80	7	27	59	65	34	26	211	13
Not reported										1	1		2	

PER CENT.

Under $3								33.33	15.25	4.62	2.94		10.43	
$3 to $3.99	42.85	15.39				6.25		29.63	20.34	13.85	8.82		15.17	
$4 to $4.99	28.57	30.77				7.50		22.22	30.51	27.69	14.71	19.23	24.64	
$5 to $5.99	14.29	23.07				5.00		7.41	22.03	21.54	20.59	15.39	18.96	
$6 to $6.99	14.29	7.69	10.00	11.11		6.25		7.41	10.17	15.38	17.65	26.92	14.69	
$7 to $7.99		7.69	30.00	5.56	3.12	7.50				9.23	17.65	11.54	7.11	
$8 to $9.99		15.39	40.00	33.33	18.75	22.50				7.69	8.82	19.23	6.16	
$10 to $11.99			20.00	33.33	21.88	18.75			1.70		8.82	7.69	2.84	
$12 and over				16.67	56.25	26.25								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

PAPER BOXES—Concluded.

MICHIGAN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3								4	3	1			8	
$3 to $3.99								8	9	3			20	1
$4 to $4.99	1					1			10	17	3	4	34	1
$5 to $5.99									5	11	4	2	22	1
$6 to $6.99									1	8	10	14	33	1
$7 to $7.99										2	5	5	12	
$8 to $9.99											1	3	4	
$10 to $11.99												2	2	
$12 and over														
Total	1					1		12	28	42	23	30	135	4

PER CENT.

Under $3								33.33	10.71	2.38			5.93	
$3 to $3.99								66.67	32.15	7.14			14.81	
$4 to $4.99	100.00					100.00			35.71	40.48	13.04	13.33	25.19	
$5 to $5.99									17.86	26.19	17.39	6.67	16.30	
$6 to $6.99									3.57	19.05	43.48	46.67	24.44	
$7 to $7.99										4.76	21.74	16.66	8.89	
$8 to $9.99											4.35	10.00	2.96	
$10 to $11.99												6.67	1.48	
$12 and over														
Total	100.00					100.00		100.00	100.00	100.00	100.00	100.00	100.00	

POTTERY.

NEW JERSEY.

NUMBER.

Under $3	1	1	2	2		6	4	11	3	3	1	3	21	
$3 to $3.99	6	5	2	1	3	17		16	14	9	4	8	51	1
$4 to $4.99	10	10	2	2	2	26	1	1	4	6	6	11	28	1
$5 to $5.99	6	9	4	1		20	1	4	13	17	4	16	54	1
$6 to $6.99	7	6	8	2	12	35	2		8	10	4	6	28	2
$7 to $7.99		6	11	5	14	36	1		4	9	6	7	26	
$8 to $9.99		5	21	16	52	94	4		1	12	6	13	32	
$10 to $11.99		1	8	14	38	61	4		3	3	1	9	16	
$12 and over			16	38	278	332	6			2	5	7	14	
Total	30	43	74	81	399	627	23	32	50	71	37	80	270	5
Not reported	1	1		1	6	9	2							

PER CENT.

Under $3	3.33	2.33	2.70	2.47		0.96		34.38	6.00	4.22	2.70	3.75	7.78	
$3 to $3.99	20.00	11.63	2.70	1.24	0.75	2.71		50.00	28.00	12.68	10.81	10.00	18.89	
$4 to $4.99	33.34	23.25	2.70	2.47	.50	4.15		3.12	8.00	8.45	16.22	13.75	10.37	
$5 to $5.99	20.00	20.93	5.41	1.24		3.19		12.50	26.00	23.94	10.81	20.00	20.00	
$6 to $6.99	23.33	13.95	10.81	2.47	3.01	5.58			16.00	14.09	10.81	7.50	10.37	
$7 to $7.99		13.95	14.87	6.17	3.51	5.74			8.00	12.68	16.22	8.75	9.63	
$8 to $9.99		11.63	28.38	19.75	13.03	14.99			2.00	16.90	16.22	16.25	11.85	
$10 to $11.99		2.33	10.81	17.28	9.52	9.73			6.00	4.22	2.70	11.25	5.93	
$12 and over			21.62	46.91	69.68	52.95				2.82	13.51	8.75	5.18	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

POTTERY—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3									1				1	
$3 to $3.99												2	2	
$4 to $4.99					1	1						1	1	
$6 to $6.99		1	1		1	3						2	2	
$7 to $7.99		1	1		1	3								
$8 to $9.99					8	8								
$10 to $11.99					7	7								
$12 and over				6	42	48	1							
Total		2	2	6	60	70	1		1			5	6	
Not reported					1	1								

PER CENT.

Under $3									100.00				16.67	
$3 to $3.99												40.00	33.33	
$4 to $4.99					1.67	1.42						20.00	16.67	
$6 to $6.99		50.00	50.00		1.67	4.29						40.00	33.33	
$7 to $7.99		50.00	50.00		1.67	4.29								
$8 to $9.99					13.33	11.43								
$10 to $11.99					11.66	10.00								
$12 and over				100.00	70.00	68.57								
Total		100.00	100.00	100.00	100.00	100.00			100.00			100.00	100.00	

OHIO.

NUMBER.

Under $3	2	1	4	4	2	13		1	2	1	1	13	18	
$3 to $3.99	6	11	2	1	7	27		1	2	10	3	11	27	
$4 to $4.99	2	11	8	9	8	38			3	4	3	7	17	
$5 to $5.99	4	14	5	8	29	60			9	9	2	31	51	
$6 to $6.99	1	8	8	7	26	50			6	4	6	11	27	
$7 to $7.99		4	11	6	21	42			3	9	7	14	33	
$8 to $9.99	1	7	12	13	28	61			2	11	13	30	56	
$10 to $11.99		2	17	27	70	116				4	4	15	23	
$12 and over		2	14	48	302	366				4	9	20	33	
Total	16	60	81	123	493	773		2	27	56	48	152	285	
Not reported		1		1	5	7								

PER CENT.

Under $3	12.50	1.67	4.94	3.25	0.41	1.68		50.00	7.41	1.79	2.08	8.55	6.32	
$3 to $3.99	37.50	18.33	2.47	.81	1.42	3.49		50.00	7.41	17.86	6.25	7.24	9.47	
$4 to $4.99	12.50	18.33	9.88	7.32	1.62	4.92			11.11	7.14	6.25	4.60	5.97	
$5 to $5.99	25.00	23.34	6.17	6.50	5.88	7.76			33.33	16.07	4.17	20.39	17.89	
$6 to $6.99	6.25	13.33	9.88	5.69	5.27	6.47			22.22	7.14	12.50	7.24	9.47	
$7 to $7.99		6.67	13.58	4.88	4.26	5.43			11.11	16.07	14.58	9.21	11.58	
$8 to $9.99	6.25	11.67	14.81	10.57	5.68	7.89			7.41	19.65	27.09	19.74	19.65	
$10 to $11.99		3.33	20.99	21.95	14.20	15.01				7.14	8.33	9.87	8.07	
$12 and over		3.33	17.28	39.03	61.26	47.35				7.14	18.75	13.16	11.58	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

POTTERY—Concluded.

INDIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3								1	1	2		1	5	2
$3 to $3.99		4	1			5	1	4	10	4	3	4	25	4
$4 to $4.99	8	3	1	1		13	1		4	12	7	6	29	4
$5 to $5.99		4	1	2		7			3	2	1	1	7	
$6 to $6.99		3	4	2		9			2	3	3	1	9	
$7 to $7.99		2	2	7	3	14								
$8 to $9.99			8	8	9	25	1			2			2	
$10 to $11.99			2	2	13	17	2							
$12 and over				10	70	80	3				1	1	2	
Total	8	16	19	32	95	170	8	5	20	25	15	14	79	10
Not reported		1		1	4	6		1		1			2	

PER CENT.

Under $3								20.00	5.00	8.00		7.14	6.33	
$3 to $3.99		25.00	5.26			2.94		80.00	50.00	16.00	20.00	28.58	31.65	
$4 to $4.99	100.00	18.75	5.26	3.12		7.65			20.00	48.00	46.66	42.86	36.71	
$5 to $5.99		25.00	5.26	6.25		4.12			15.00	8.00	6.67	7.14	8.86	
$6 to $6.99		18.75	21.05	6.25		5.29			10.00	12.00	20.00	7.14	11.39	
$7 to $7.99		12.50	10.53	21.88	3.16	8.23								
$8 to $9.99			42.11	25.00	9.47	14.71				8.00			2.53	
$10 to $11.99			10.53	6.25	13.68	10.00								
$12 and over				31.25	73.69	47.06					6.67	7.14	2.53	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

SHIRTS, OVERALLS, AND UNDERWEAR.

ILLINOIS.

NUMBER.

Under $3								6	10	4	6	5	31	
$3 to $3.99								4	9	7	3	2	25	1
$4 to $4.99		1				1			4	12	6	14	36	1
$5 to $5.99									4	10	12	21	47	2
$6 to $6.99										5	9	8	22	2
$7 to $7.99										3	3	5	11	
$8 to $9.99			1	1	2	4				3	4	13	20	
$10 to $11.99				1		1				2	2	1	5	
$12 and over					10	10						2	2	
Total		1	1	2	12	16		10	27	46	45	71	199	6

PER CENT.

Under $3								60.00	37.04	8.69	13.33	7.04	15.58	
$3 to $3.99								40.00	33.33	15.22	6.67	2.82	12.56	
$4 to $4.99		100.00				6.25			14.82	26.09	13.33	19.72	18.09	
$5 to $5.99									14.81	21.74	26.67	29.57	23.62	
$6 to $6.99										10.87	20.00	11.27	11.06	
$7 to $7.99										6.52	.67	7.04	5.53	
$8 to $9.99			100.00	50.00	16.67	25.00				6.52	8.89	18.31	10.05	
$10 to $11.99				50.00		6.25				4.35	4.44	1.41	2.51	
$12 and over					83.33	62.50						2.82	1.00	
Total		100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

SHIRTS, OVERALLS, AND UNDERWEAR—Continued.

INDIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	1	.....	.....	.....	1	.....	40	30	11	6	6	93	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	7	41	28	5	8	89	1
$4 to $4.99	2	1	1	.....	.....	4	.....	1	15	37	22	24	99	2
$5 to $5.99	.....	4	2	.....	1	7	.....	.....	13	42	26	29	110	4
$6 to $6.99	.....	1	1	.....	1	3	.....	.....	3	28	38	24	93	2
$7 to $7.99	.....	2	.....	.....	.....	2	.....	.....	1	19	19	27	66	.....
$8 to $9.99	.....	.....	3	.....	1	4	.....	.....	1	6	7	12	26	1
$10 to $11.99	.....	.....	1	4	6	11	.....	.....	.....	.....	.....	1	1	.....
$12 and over	.....	.....	.....	2	16	18	.....	.....	.....	.....	.....	.....	.....	1
Total	2	9	8	6	25	50	.....	48	104	171	123	131	577	11
Not reported	.....	.....	.....	.....	.....	.....	.....	5	2	2	1	.....	10	.....

PER CENT.

Under $3	.....	11.11	.....	.....	.....	2.00	.....	83.34	28.85	6.44	4.88	4.58	16.12	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	14.58	39.42	16.37	4.06	6.11	15.42	.....
$4 to $4.99	100.00	11.11	12.50	.....	.....	8.00	.....	2.08	14.42	21.64	17.89	18.32	17.16	.....
$5 to $5.99	.....	44.45	25.00	.....	4.00	14.00	.....	.....	12.50	24.56	21.14	22.14	19.06	.....
$6 to $6.99	.....	11.11	12.50	.....	4.00	6.00	.....	.....	2.89	16.37	30.89	18.32	16.12	.....
$7 to $7.99	.....	22.22	.....	.....	.....	4.00	.....	.....	.96	11.11	15.45	20.61	11.44	.....
$8 to $9.99	.....	.....	37.50	.....	4.00	8.00	.....	.....	.96	3.51	5.69	9.16	4.51	.....
$10 to $11.99	.....	.....	12.50	66.67	24.00	22.00	.....	.....	.....	.....	.....	.76	.17	.....
$12 and over	.....	.....	.....	33.33	64.00	36.00	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

MARYLAND.

NUMBER.

Under $3	9	4	3	2	1	19	.....	114	71	34	15	20	254	3
$3 to $3.99	21	15	8	2	2	48	.....	84	113	75	40	35	347	3
$4 to $4.99	12	28	20	5	5	70	.....	33	121	142	70	84	450	4
$5 to $5.99	1	14	21	6	7	49	.....	14	102	129	138	106	489	6
$6 to $6.99	.....	10	26	10	14	60	.....	8	39	103	124	131	405	5
$7 to $7.99	.....	4	15	16	16	51	.....	4	13	81	70	96	264	5
$8 to $9.99	.....	3	20	30	54	107	.....	.....	9	36	47	63	155	.....
$10 to $11.99	.....	1	6	18	35	60	.....	.....	1	6	9	14	30	.....
$12 and over	.....	.....	.....	14	79	93	.....	.....	.....	.....	.....	2	2	.....
Total	43	79	119	103	213	557	.....	257	469	606	513	551	2,396	26
Not reported	.....	.....	1	.....	.....	1	.....	4	6	8	1	7	26	.....

PER CENT.

Under $3	20.93	5.06	2.52	1.94	0.47	3.41	.....	44.36	15.14	5.61	2.92	3.63	10.60	.....
$3 to $3.99	48.84	18.99	6.72	1.94	.94	8.62	.....	32.68	24.09	12.37	7.80	6.35	14.48	.....
$4 to $4.99	27.91	35.44	16.81	4.85	2.35	12.57	.....	12.84	25.80	23.43	13.65	15.25	18.78	.....
$5 to $5.99	2.32	17.72	17.65	5.83	3.29	8.80	.....	5.45	21.75	21.29	26.90	19.24	20.41	.....
$6 to $6.99	.....	12.66	21.85	9.71	6.57	10.77	.....	3.11	8.32	17.00	24.17	23.78	16.90	.....
$7 to $7.99	.....	5.06	12.60	15.53	7.51	9.15	.....	1.56	2.77	13.37	13.65	17.42	11.02	.....
$8 to $9.99	.....	3.80	16.81	29.13	25.35	19.21	.....	.....	1.92	5.94	9.16	11.43	6.47	.....
$10 to $11.99	.....	1.27	5.04	17.48	16.43	10.77	.....	.....	.21	.99	1.75	2.54	1.25	.....
$12 and over	.....	.....	.....	13.59	37.09	16.70	.....	.....	.....	.....	.....	.36	.09	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

SHIRTS, OVERALLS, AND UNDERWEAR—Concluded.

LOUISIANA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1					1		15	5	3	2		25	
$3 to $3.99								2	3	8	2	11	26	
$4 to $4.99									4	8	11	7	30	
$5 to $5.99									4	10	6	13	33	
$6 to $6.99									1	8	4	9	22	
$7 to $7.99			1	1		2				1		1	2	
$8 to $9.99				1		1			1			8	9	
$10 to $11.99					1	1						2	2	
$12 and over				1	8	9								
Total	1		1	3	9	14		17	18	38	25	51	149	
Not reported									1	1			2	

PER CENT.

Under $3	100.00					7.14		88.24	27.78	7.90	8.00		16.78	
$3 to $3.99								11.76	16.66	21.05	8.00	21.57	17.45	
$4 to $4.99									22.22	21.05	44.00	13.72	20.13	
$5 to $5.99									22.22	26.32	24.00	25.49	22.15	
$6 to $6.99									5.56	21.05	16.00	17.65	14.77	
$7 to $7.99			100.00	33.34		14.29				2.63		1.96	1.34	
$8 to $9.99				33.33		7.14			5.56			15.69	6.04	
$10 to $11.99					11.11	7.14						3.92	1.34	
$12 and over				33.33	88.89	64.29								
Total	100.00		100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

STAMPED AND ENAMELED WARE.

MASSACHUSETTS.

NUMBER.

Under $3					1	1								
$3 to $3.99		1			4	5								
$4 to $4.99	2			1		3				1			1	
$5 to $5.99		2		2	1	5		1		3		1	5	
$6 to $6.99		2	1	3	2	8			2	1	1	2	6	
$7 to $7.99			1	3	1	5					2		2	
$8 to $9.99		1	2	5	12	20						1	1	
$10 to $11.99				2	10	12								
$12 and over			1		21	22								
Total	2	6	5	16	52	81		1	2	5	3	4	15	
Not reported				1	8	9								

PER CENT.

Under $3					1.92	1.24								
$3 to $3.99		16.67			7.69	6.17								
$4 to $4.99	100.00			6.25		3.70				20.00			6.67	
$5 to $5.99		33.33		12.50	1.92	6.17		100.00		60.00		25.00	33.33	
$6 to $6.99		33.33	20.00	18.75	3.85	9.88			100.00	20.00	33.33	50.00	40.00	
$7 to $7.99			20.00	18.75	1.92	6.17					66.67		13.33	
$8 to $9.99		16.67	40.00	31.25	23.08	24.69						25.00	6.67	
$10 to $11.99				12.50	19.23	14.82								
$12 and over			20.00		40.39	27.16								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

STAMPED AND ENAMELED WARE—Continued

NEW YORK.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	.....	.....	1	.....	1	.....	.....	.....	.....	.....	.....	.....	.....
$3 to $3.99	.....	1	.....	1	.....	2	.....	.....	.....	.....	.....	.....	.....	.....
$4 to $4.99	.....	5	4	.....	3	12	.....	.....	5	7	2	.....	14	.....
$5 to $5.99	.....	1	1	1	1	4	.....	.....	.....	1	1	.....	2	.....
$6 to $6.99	.....	.....	1	3	1	5	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	.....	1	4	5	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	3	6	9	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	1	3	6	10	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	1	.....	5	43	49	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	8	7	18	64	97	.....	.....	5	8	3	.....	16	.....

PER CENT.

Under $3	.....	.....	.....	5.56	.....	1.03	.....	.....	.....	.....	.....	.....	.....	.....
$3 to $3.99	.....	12.50	.....	5.56	.....	2.06	.....	.....	.....	.....	.....	.....	.....	.....
$4 to $4.99	.....	62.50	57.14	.....	4.69	12.37	.....	.....	100.00	87.50	66.67	.....	87.50	.....
$5 to $5.99	.....	12.50	14.29	5.56	1.56	4.12	.....	.....	.....	12.50	33.33	.....	12.50	.....
$6 to $6.99	.....	.....	14.29	16.66	1.56	5.16	.....	.....	.....	.....	.....	.....	.....	.....
$7 to $7.99	.....	.....	.....	5.56	6.25	5.16	.....	.....	.....	.....	.....	.....	.....	.....
$8 to $9.99	.....	.....	.....	16.66	9.38	9.28	.....	.....	.....	.....	.....	.....	.....	.....
$10 to $11.99	.....	.....	14.28	16.66	9.38	10.31	.....	.....	.....	.....	.....	.....	.....	.....
$12 and over	.....	12.50	.....	27.78	67.18	50.51	.....	.....	.....	.....	.....	.....	.....	.....
Total	.....	100.00	100.00	100.00	100.00	100.00	.....	.....	100.00	100.00	100.00	.....	100.00	.....

NEW JERSEY.

NUMBER.

Under $3	2	2	1	2	3	10	.....	1	.....	1	.....	1	3	.....
$3 to $3.99	11	6	4	.....	2	23	.....	5	3	3	1	.....	12	.....
$4 to $4.99	5	13	2	3	5	28	.....	7	11	4	2	1	25	.....
$5 to $5.99	4	11	9	5	7	36	.....	1	7	3	2	4	17	.....
$6 to $6.99	2	11	18	7	18	56	.....	.....	4	9	7	9	29	.....
$7 to $7.99	1	8	29	11	31	80	.....	.....	4	5	3	2	14	.....
$8 to $9.99	1	8	31	42	104	186	.....	.....	.....	6	5	4	15	.....
$10 to $11.99	.....	1	11	21	45	78	1	.....	.....	3	1	1	5	.....
$12 and over	.....	1	8	18	112	139	1	.....	1	.....	1	3	5	.....
Total	26	61	113	109	327	636	2	14	30	34	22	25	125	.....
Not reported	.....	.....	3	.....	2	5	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	7.69	3.28	0.89	1.84	0.92	1.57	.....	7.14	.....	2.94	.....	4.00	2.40	.....
$3 to $3.99	42.31	9.83	3.54	.....	.61	3.62	.....	35.72	10.00	8.82	4.55	.....	9.60	.....
$4 to $4.99	19.23	21.31	1.77	2.75	1.53	4.40	.....	50.00	36.67	11.77	9.09	4.00	20.00	.....
$5 to $5.99	15.38	18.03	7.97	4.59	2.14	5.66	.....	7.14	23.34	8.82	9.09	16.00	13.60	.....
$6 to $6.99	7.69	18.03	15.93	6.42	5.51	8.80	.....	.....	13.33	26.47	31.82	36.00	23.20	.....
$7 to $7.99	3.85	13.12	25.66	10.09	9.48	12.58	.....	.....	13.33	14.71	13.64	8.00	11.20	.....
$8 to $9.99	3.85	13.12	27.43	38.53	31.80	29.25	.....	.....	3.33	17.65	22.73	16.00	12.00	.....
$10 to $11.99	.....	1.64	9.73	19.27	13.76	12.26	.....	.....	.....	8.82	4.54	4.00	4.00	.....
$12 and over	.....	1.64	7.08	16.51	34.25	21.86	.....	.....	.....	.....	4.54	12.00	4.00	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

STAMPED AND ENAMELED WARE—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	3	1	.....	1	1	6	.....	.....	.....	2	.....	.....	2	.....
$3 to $3.99	3	4	.....	1	.....	8	.....	1	2	3	1	.....	7	.....
$4 to $4.99	11	6	4	1	4	26	.....	6	11	5	7	1	30	.....
$5 to $5.99	4	6	5	2	2	19	.....	.....	9	8	3	4	24	.....
$6 to $6.99	2	6	5	5	5	23	.....	.....	8	6	8	6	28	.....
$7 to $7.99	1	3	12	8	12	36	.....	.....	1	3	1	7	12	.....
$8 to $9.99	1	3	16	16	46	82	.....	.....	.....	4	1	.....	5	.....
$10 to $11.99	.....	.....	4	11	31	46	.....	.....	.....	1	1	2	4	.....
$12 and over	.....	.....	2	7	45	54	.....	.....	.....	.....	.....	.....	.....	.....
Total	25	29	48	52	146	300	.....	7	31	32	22	20	112	.....
Not reported	.....	.....	1	.....	.....	1	.....	.....	.....	.....	.....	.....	.....	.....

PER CENT.

Under $3	12.00	3.44	.....	1.92	0.69	2.00	.....	.....	.....	6.25	.....	.....	1.79	.....
$3 to $3.99	12.00	13.79	.....	1.92	.....	2.67	.....	14.29	6.45	9.38	4.55	.....	6.25	.....
$4 to $4.99	44.00	20.69	8.33	1.92	2.74	8.67	.....	85.71	35.48	15.62	31.81	5.00	26.79	.....
$5 to $5.99	16.00	20.69	10.42	3.85	1.37	6.33	.....	.....	29.03	25.00	13.63	20.00	21.43	.....
$6 to $6.99	8.00	20.69	10.42	9.62	3.42	7.67	.....	.....	25.81	18.75	36.36	30.00	25.00	.....
$7 to $7.99	4.00	10.35	25.00	15.39	8.22	12.00	.....	.....	3.23	9.38	4.55	35.00	10.71	.....
$8 to $9.99	4.00	10.35	33.33	30.77	31.51	27.33	.....	.....	.....	12.50	4.55	.....	4.46	.....
$10 to $11.99	.....	.....	8.33	21.15	21.23	15.33	.....	.....	.....	3.12	4.55	10.00	3.57	.....
$12 and over	.....	.....	4.17	13.46	30.82	18.00	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

OHIO.

NUMBER.

Under $3	.....	1	1	1	17	20	.....	.....	4	6	2	3	15	.....
$3 to $3.99	.....	2	3	2	8	15	.....	1	6	31	5	2	45	.....
$4 to $4.99	2	.....	2	1	6	11	.....	.....	3	17	6	4	30	.....
$5 to $5.99	1	4	5	1	6	17	.....	.....	5	22	6	4	37	.....
$6 to $6.99	1	15	19	5	16	56	.....	.....	7	28	7	16	58	.....
$7 to $7.99	1	16	10	6	9	42	.....	.....	3	20	12	6	41	.....
$8 to $9.99	.....	12	34	30	99	175	.....	.....	4	39	18	14	75	.....
$10 to $11.99	.....	8	21	28	72	129	.....	.....	2	19	15	12	48	.....
$12 and over	.....	3	34	75	226	338	.....	.....	.....	15	14	13	42	.....
Total	5	61	129	149	459	803	.....	1	34	197	85	74	391	.....
Not reported	.....	.....	1	2	3	6	.....	.....	.....	1	.....	.....	1	.....

PER CENT.

Under $3	.....	1.64	0.77	0.67	3.70	2.49	.....	.....	11.77	3.05	2.35	4.05	3.84	.....
$3 to $3.99	.....	3.28	2.32	1.34	1.74	1.87	.....	100.00	17.65	15.74	5.88	2.70	11.51	.....
$4 to $4.99	40.00	.....	1.55	.67	1.31	1.37	.....	.....	8.82	8.63	7.06	5.41	7.67	.....
$5 to $5.99	20.00	6.56	3.88	.67	1.31	2.12	.....	.....	14.70	11.17	7.06	5.41	9.46	.....
$6 to $6.99	20.00	24.59	14.73	3.36	3.48	6.97	.....	.....	20.59	14.21	8.23	21.62	14.83	.....
$7 to $7.99	20.00	26.23	7.75	4.03	1.96	5.23	.....	.....	8.82	10.15	14.12	8.11	10.49	.....
$8 to $9.99	.....	19.67	26.36	20.13	21.57	21.79	.....	.....	11.77	19.80	21.18	18.92	19.18	.....
$10 to $11.99	.....	13.11	16.28	18.79	15.69	16.07	.....	.....	5.88	9.64	17.65	16.21	12.28	.....
$12 and over	.....	4.92	26.36	50.34	49.24	42.09	.....	.....	.....	7.61	16.47	17.57	10.74	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

STAMPED AND ENAMELED WARE—Continued.

ILLINOIS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	2	7	2	.....	2	13	15	2	8	1	2	3	16	4
$3 to $3.99	4	7	4	1	4	20	8	1	11	6	1	1	20	2
$4 to $4.99	3	7	1	2	4	17	11	.....	18	8	2	3	31	4
$5 to $5.99	.....	12	6	4	9	31	13	.....	9	7	2	8	26	6
$6 to $6.99	2	8	13	2	11	36	11	.....	7	12	7	4	30	1
$7 to $7.99	.....	1	5	7	21	34	19	.....	2	5	3	3	13	.....
$8 to $9.99	.....	7	9	14	57	87	30	.....	1	5	5	2	13	.....
$10 to $11.99	.....	1	8	3	64	76	69	.....	.....	2	.....	.....	2	.....
$12 and over	.....	.....	1	6	61	68	86	.....	.....	.....	.....	.....	.....	.....
Total	11	50	49	39	233	382	262	3	56	46	22	24	151	17
Not reported	.....	.....	1	.....	2	3	.....	.....	.....	.....	.....	1	1	.....

PER CENT.

Under $3	18.18	14.00	4.08	.....	0.86	3.40	.....	66.67	14.29	2.17	9.09	12.50	10.60	.....
$3 to $3.99	36.37	14.00	8.16	2.56	1.72	5.24	.....	33.33	19.64	13.04	4.54	4.17	13.24	.....
$4 to $4.99	27.27	14.00	2.04	5.13	1.72	4.45	.....	.....	32.14	17.39	9.09	12.50	20.53	.....
$5 to $5.99	.....	24.00	12.25	10.26	3.86	8.12	.....	.....	16.07	15.22	9.09	33.33	17.22	.....
$6 to $6.99	18.18	16.00	26.53	5.13	4.72	9.42	.....	.....	12.50	26.09	31.82	16.67	19.87	.....
$7 to $7.99	.....	2.00	10.20	17.95	9.01	8.90	.....	.....	3.57	10.87	13.64	12.50	8.61	.....
$8 to $9.99	.....	14.00	18.37	35.90	24.46	22.77	.....	.....	1.79	10.87	22.73	8.33	8.61	.....
$10 to $11.99	.....	2.00	16.33	7.69	27.47	19.90	.....	.....	.....	4.35	.....	.....	1.32	.....
$12 and over	.....	.....	2.04	15.38	26.18	17.80	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

INDIANA.

NUMBER.

Under $3	4	26	22	12	15	79	10	5	16	11	3	3	38	26
$3 to $3.99	.....	8	7	2	3	20	1	4	13	5	.....	1	23	2
$4 to $4.99	5	9	1	2	2	19	2	3	12	10	5	4	34	1
$5 to $5.99	2	12	15	5	12	46	3	2	18	7	6	4	37	.....
$6 to $6.99	2	7	16	4	5	34	.....	1	16	19	10	4	50	.....
$7 to $7.99	3	8	15	7	13	46	3	.....	8	18	11	4	41	.....
$8 to $9.99	4	28	28	24	36	120	3	1	6	11	9	6	33	1
$10 to $11.99	1	4	13	19	79	116	6	.....	1	6	6	3	16	.....
$12 and over	.....	4	23	43	142	212	5	.....	.....	1	2	.....	3	.....
Total	21	106	140	118	307	692	33	16	90	88	52	29	275	30
Not reported	.....	13	14	14	23	64	.....	3	22	15	7	3	50	.....

PER CENT.

Under $3	19.05	24.53	15.72	10.17	4.89	11.42	.....	31.25	17.78	12.50	5.77	10.35	13.82	.....
$3 to $3.99	.....	7.55	5.00	1.70	.98	2.89	.....	25.00	14.44	5.68	.....	3.45	8.36	.....
$4 to $4.99	23.81	8.49	.71	1.70	.65	2.74	.....	18.75	13.33	11.36	9.61	13.79	12.36	.....
$5 to $5.99	9.52	11.32	10.71	4.23	3.91	6.65	.....	12.50	20.00	7.95	11.54	13.79	13.46	.....
$6 to $6.99	9.52	6.60	11.43	3.39	1.63	4.91	.....	6.25	17.78	21.59	19.23	13.79	18.18	.....
$7 to $7.99	14.29	7.55	10.71	5.93	4.23	6.65	.....	.....	8.89	20.46	21.15	13.79	14.91	.....
$8 to $9.99	19.05	26.42	20.00	20.34	11.73	17.34	.....	6.25	6.67	12.50	17.31	20.69	12.00	.....
$10 to $11.99	4.76	3.77	9.29	16.10	25.73	16.76	.....	.....	1.11	6.82	11.54	10.35	5.82	.....
$12 and over	.....	3.77	16.43	36.44	46.25	30.64	.....	.....	.....	1.14	3.85	.....	1.09	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

STAMPED AND ENAMELED WARE—Concluded.

WISCONSIN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	.....	1	.....	.....	.....	1	.....	10	15	9	5	1	40	1
$3 to $3.99	4	3	.....	.....	.....	7	3	20	21	14	4	.....	59	1
$4 to $4.99	10	6	.....	.....	.....	16	.....	5	58	44	22	9	138	3
$5 to $5.99	3	2	2	.....	.....	7	.....	1	7	28	23	4	63	.....
$6 to $6.99	.....	1	1	.....	.....	2	.....	.....	1	1	3	3	8	.....
$7 to $7.99	.....	.....	1	.....	.....	1	.....	.....	1	5	2	.....	8	.....
$8 to $9.99	.....	.....	.....	.....	2	2	.....	.....	2	6	5	1	14	.....
$10 to $11.99	.....	.....	.....	.....	1	1	.....	.....	.....	4	1	1	6	.....
$12 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2	.....	2	.....
Total	17	13	4	.....	3	37	3	36	105	111	67	19	338	5
Not reported	2	1	.....	.....	.....	3	.....	5	3	1	.....	.....	9	.....

PER CENT.

Under $3	.....	7.69	.....	.....	.....	2.70	.....	27.78	14.29	8.11	7.46	5.26	11.83	.....
$3 to $3.99	23.53	23.08	.....	.....	.....	18.92	.....	55.55	20.00	12.61	5.97	.....	17.46	.....
$4 to $4.99	58.82	46.15	.....	.....	.....	43.24	.....	13.89	55.24	39.64	32.83	47.37	40.83	.....
$5 to $5.99	17.65	15.39	50.00	.....	.....	18.92	.....	2.78	6.67	25.23	34.33	21.06	18.64	.....
$6 to $6.99	.....	7.69	25.00	.....	.....	5.41	.....	.....	9.95	.90	4.48	15.79	2.37	.....
$7 to $7.99	.....	.....	25.00	.....	.....	2.70	.....	.....	.95	4.50	2.99	.....	2.37	.....
$8 to $9.99	.....	.....	.....	.....	66.67	5.41	.....	.....	1.90	5.41	7.46	5.26	4.14	.....
$10 to $11.99	.....	.....	.....	.....	33.33	2.70	.....	.....	.....	3.60	1.49	5.26	1.77	.....
$12 and over	.....	.....	.....	.....	.....	.....	.....	.....	.....	.....	2.99	.....	.59	.....
Total	100.00	100.00	100.00	.....	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TOBACCO (SMOKING AND CHEWING) AND SNUFF.

NEW JERSEY.

NUMBER.

Under $3	2	1	.....	1	.....	4	.....	1	3	3	2	8	17	.....
$3 to $3.99	.....	.....	1	.....	1	2	.....	10	11	8	3	15	47	.....
$4 to $4.99	.....	2	1	1	.....	4	.....	26	35	31	6	31	129	.....
$5 to $5.99	1	3	.....	2	.....	6	.....	.....	19	43	16	46	124	.....
$6 to $6.99	2	10	14	3	1	30	.....	.....	18	79	35	66	198	1
$7 to $7.99	.....	4	3	4	1	12	.....	.....	14	28	16	44	102	.....
$8 to $9.99	.....	4	12	10	35	61	.....	.....	2	13	10	38	63	.....
$10 to $11.99	.....	.....	1	4	11	16	.....	.....	.....	1	1	19	21	.....
$12 and over	.....	.....	4	8	39	51	.....	.....	.....	4	4	12	20	1
Total	5	24	36	33	88	186	.....	37	102	210	93	279	721	2
Not reported	.....	.....	.....	.....	4	4	.....	.....	.....	.....	1	3	4	.....

PER CENT.

Under $3	40.00	4.16	.....	3.03	.....	2.15	.....	2.70	2.94	1.43	2.15	2.87	2.36	.....
$3 to $3.99	.....	.....	2.78	.....	1.14	1.07	.....	27.03	10.78	3.81	3.23	5.38	6.52	.....
$4 to $4.99	.....	8.33	2.78	3.03	.....	2.15	.....	70.27	34.31	14.76	6.45	11.11	17.89	.....
$5 to $5.99	20.00	12.50	.....	6.06	.....	3.23	.....	.....	18.63	20.48	17.20	16.49	17.20	.....
$6 to $6.99	40.00	41.67	38.89	9.09	1.14	16.13	.....	.....	17.65	37.62	37.64	23.65	27.46	.....
$7 to $7.99	.....	16.67	8.33	12.12	1.14	6.45	.....	.....	13.73	13.33	17.20	15.77	14.15	.....
$8 to $9.99	.....	16.67	33.33	30.31	39.77	32.80	.....	.....	1.96	6.19	10.75	13.62	8.74	.....
$10 to $11.99	.....	.....	2.78	12.12	12.50	8.60	.....	.....	.....	.48	1.08	6.81	2.91	.....
$12 and over	.....	.....	11.11	24.24	44.31	27.42	.....	.....	.....	1.90	4.30	4.30	2.77	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

TOBACCO (SMOKING AND CHEWING) AND SNUFF—Contd.

OHIO.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	2	3	4	5	14	28	.....	.....	4	16	15	39	74	.....
$3 to $3.99	1	1	.....	5	11	18	.....	.....	2	22	10	43	77	.....
$4 to $4.99	5	7	7	7	21	47	.....	.....	9	23	16	39	87	.....
$5 to $5.99	2	7	4	3	16	32	.....	1	6	34	25	32	98	.....
$6 to $6.99	3	16	12	6	24	61	.....	.....	16	42	17	50	125	.....
$7 to $7.99	.....	10	17	14	45	86	.....	.....	12	34	11	43	100	.....
$8 to $9.99	.....	21	57	78	230	386	.....	.....	10	64	43	66	183	.....
$10 to $11.99	.....	8	19	24	92	143	.....	.....	5	37	27	56	125	.....
$12 and over	.....	.....	3	13	90	106	.....	.....	.....	5	12	43	60	.....
Total	13	73	123	155	543	907	.....	1	64	277	176	411	929	.....
Not reported	.....	1	2	6	37	46	.....	.....	.....	11	12	15	38	.....

PER CENT.

Under $3	15.39	4.11	3.25	3.23	2.58	3.09	.....	.....	6.25	5.78	8.52	9.49	7.97	.....
$3 to $3.99	7.69	1.37	.....	3.23	2.02	1.98	.....	.....	3.12	7.94	5.68	10.46	8.29	.....
$4 to $4.99	38.46	9.59	5.69	4.52	3.87	5.18	.....	.....	14.06	8.30	9.09	9.49	9.37	.....
$5 to $5.99	15.39	9.59	3.25	1.93	2.95	3.53	.....	100.00	9.38	12.27	14.21	7.79	10.55	.....
$6 to $6.99	23.07	21.92	9.76	3.87	4.42	6.72	.....	.....	25.00	15.16	9.66	12.17	13.45	.....
$7 to $7.99	.....	13.70	13.82	9.03	8.29	9.48	.....	.....	18.75	12.27	6.25	10.46	10.76	.....
$8 to $9.99	.....	28.76	46.34	50.32	42.36	42.56	.....	.....	15.63	23.11	24.43	16.06	19.70	.....
$10 to $11.99	.....	10.96	15.45	15.48	16.94	15.77	.....	.....	7.81	13.36	15.34	13.62	13.45	.....
$12 and over	.....	.....	2.44	8.39	16.57	11.69	.....	.....	.....	1.81	6.82	10.46	6.46	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

ILLINOIS.

NUMBER.

Under $3	.....	.....	.....	.....	.....	.....	.....	7	17	68	33	34	159	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	4	20	79	31	30	164	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	.....	18	28	19	13	78	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	10	24	7	5	46	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	10	17	6	4	37	.....
$7 to $7.99	.....	1	.....	.....	.....	1	.....	.....	.....	4	5	4	13	.....
$8 to $9.99	.....	1	1	.....	.....	2	.....	.....	3	14	13	8	38	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	3	15	7	6	31	.....
$12 and over	.....	.....	1	.....	.....	1	.....	.....	1	4	2	4	11	.....
Total	.....	2	2	.....	.....	4	.....	11	82	253	123	108	577	.....
Not reported	.....	.....	.....	.....	.....	.....	.....	.....	2	5	1	2	10	.....

PER CENT.

Under $3	.....	.....	.....	.....	.....	.....	.....	63.64	20.74	26.88	26.83	31.48	27.56	.....
$3 to $3.99	.....	.....	.....	.....	.....	.....	.....	36.36	24.39	31.22	25.20	27.78	28.42	.....
$4 to $4.99	.....	.....	.....	.....	.....	.....	.....	.....	21.95	11.07	15.45	12.04	13.52	.....
$5 to $5.99	.....	.....	.....	.....	.....	.....	.....	.....	12.19	9.49	5.69	4.63	7.97	.....
$6 to $6.99	.....	.....	.....	.....	.....	.....	.....	.....	12.19	6.72	4.88	3.70	6.41	.....
$7 to $7.99	.....	50.00	.....	.....	.....	25.00	.....	.....	.....	1.58	4.06	3.70	2.25	.....
$8 to $9.99	.....	50.00	50.00	.....	.....	50.00	.....	.....	3.66	5.53	10.57	7.41	6.59	.....
$10 to $11.99	.....	.....	.....	.....	.....	.....	.....	.....	3.66	5.93	5.69	5.56	5.37	.....
$12 and over	.....	.....	50.00	.....	.....	25.00	.....	.....	1.22	1.58	1.63	3.70	1.91	.....
Total	.....	100.00	100.00	.....	.....	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

TOBACCO (SMOKING AND CHEWING) AND SNUFF—Contd.

MICHIGAN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	2	1				3		5	6	26	5	6	48	5
$3 to $3.99	3					3		5	9	29	15	27	85	5
$4 to $4.99	15	2				17	2	29	30	51	22	20	152	5
$5 to $5.99	4	1	1			6		8	30	47	20	16	121	6
$6 to $6.99	4	3	1			8		4	15	54	23	12	108	9
$7 to $7.99	2	1				3		1	16	21	13	8	59	7
$8 to $9.99		5	1			6	1	4	17	27	17	8	73	8
$10 to $11.99								1	13	21	8	7	50	3
$12 and over										4	4	4	12	
Total	30	13	3			46	3	57	136	280	127	108	708	48
Not reported								1	1	7	5	4	[1] 18	1

PER CENT.

Under $3	6.67	7.69				6.52		8.77	4.41	9.28	3.94	5.56	6.78	
$3 to $3.99	10.00					6.52		8.77	6.62	10.36	11.81	25.00	12.01	
$4 to $4.99	50.00	15.39				36.96		50.88	22.06	18.21	17.32	18.52	21.47	
$5 to $5.99	13.33	7.69	33.34			13.04		14.04	22.06	16.79	15.75	14.81	17.09	
$6 to $6.99	13.33	23.08	33.33			17.40		7.02	11.03	19.29	18.11	11.11	15.25	
$7 to $7.99	6.67	7.69				6.52		1.75	11.76	7.50	10.24	7.41	8.33	
$8 to $9.99		38.46	33.33			13.04		7.02	12.50	9.64	13.38	7.41	10.31	
$10 to $11.99								1.75	9.56	7.50	6.30	6.48	7.06	
$12 and over										1.43	3.15	3.70	1.70	
Total	100.00	100.00	100.00			100.00		100.00	100.00	100.00	100.00	100.00	100.00	

WISCONSIN.

NUMBER.

Under $3				1	1	2			7	2	1	6	16	
$3 to $3.99			1		1	2			3	2	2	5	12	
$4 to $4.99				2	1	3			3	3	1	8	15	
$5 to $5.99		1		1	2	4			4	3	6	9	22	
$6 to $6.99		1	2	2	4	9			6	9	11	24	50	
$7 to $7.99			1	1	6	8			1	10	6	16	33	
$8 to $9.99			3	6	5	14			2	11	9	23	45	
$10 to $11.99			1	3	2	6				3	9	14	26	
$12 and over			1		3	4			1		1	3	5	
Total		2	9	16	25	52			27	43	46	108	224	
Not reported				1		1								

PER CENT.

Under $3				6.25	4.00	3.85			25.93	4.65	2.18	5.56	7.14	
$3 to $3.99			11.11		4.00	3.85			11.11	4.65	4.35	4.63	5.36	
$4 to $4.99				12.50	4.00	5.77			11.11	6.98	2.18	7.41	6.70	
$5 to $5.99		50.00		6.25	8.00	7.69			14.82	6.98	13.04	8.33	9.82	
$6 to $6.99		50.00	22.22	12.50	16.00	17.31			22.22	20.93	23.91	22.22	22.32	
$7 to $7.99			11.11	6.25	24.00	15.38			3.70	23.25	13.04	14.81	14.73	
$8 to $9.99			33.34	37.50	20.00	26.92			7.41	25.58	19.56	21.30	20.09	
$10 to $11.99			11.11	18.75	8.00	11.54				6.98	19.56	12.96	11.61	
$12 and over			11.11		12.00	7.69			3.70		2.18	2.78	2.23	
Total		100.00	100.00	100.00	100.00	100.00			100.00	100.00	100.00	100.00	100.00	

[1] Including 16 beginners receiving no pay.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

TOBACCO (SMOKING AND CHEWING) AND SNUFF—Concld.

MARYLAND.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3														
$3 to $3.99								2	1			2	5	
$4 to $4.99	3					3		3	2	2		1	8	
$5 to $5.99	1	8	1		1	11		4	3	5	3	5	20	
$6 to $6.99		1	2		3	4			5	6	5	7	23	
$7 to $7.99		2	4	7	11	26		2	18	40	25	44	129	
$8 to $9.99			7	12	32	51			1	2	2	2	7	
$10 to $11.99				5	33	38			1		4	4	9	
$12 and over			2	1	17	20								
Total	4	11	16	25	97	153		11	31	55	39	65	201	

PER CENT.

Under $3														
$3 to $3.99								18.18	3.23			3.08	2.49	
$4 to $4.99	75.00					1.96		27.27	6.45	3.64		1.54	3.98	
$5 to $5.99	25.00	72.73	6.25		1.03	7.19		36.37	9.67	9.09	7.69	7.69	9.95	
$6 to $6.99		9.09	12.50		1.03	2.62			16.13	10.91	12.82	10.77	11.44	
$7 to $7.99		18.18	25.00	28.00	13.40	16.99		18.18	58.06	72.72	64.10	67.69	64.18	
$8 to $9.99			43.75	48.00	32.99	33.33			3.23	3.64	5.13	3.08	3.48	
$10 to $11.99				20.00	34.02	24.84			3.23		10.26	6.15	4.48	
$12 and over			12.50	4.00	17.53	13.07								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

NORTH CAROLINA.

NUMBER.

Under $3	141	50	40	13	33	277	8	75	43	68	49	147	382	25
$3 to $3.99	102	47	55	26	51	281	8	29	43	56	61	173	362	37
$4 to 4.99	30	43	63	44	74	254	8	16	16	43	29	109	213	29
$5 to $5.99	31	24	69	54	122	300	21	3	5	12	12	35	67	
$6 to $6.99	19	27	78	81	174	379	18		1	4	2	18	25	
$7 to $7.99	1	4	28	28	94	155	27	1	2	5	2	14	24	
$8 to $9.99	3	2	24	34	105	168	16		1	5	3	16	25	
$10 to $11.99		4	6	19	57	86	3			1	1	3	5	
$12 and over			3	11	40	54	1					1	1	
Total	327	201	366	310	750	1,954	110	124	111	194	159	516	1,104	91
Not reported	12	6	7	7	22	54		17	3	4	6	12	42	

PER CENT.

Under $3	43.12	24.88	10.93	4.19	4.40	14.18		60.48	38.74	35.05	30.82	28.49	34.60	
$3 to $3.99	31.19	23.38	15.03	8.39	6.80	14.38		23.39	38.74	28.87	38.36	33.53	32.79	
$4 to $4.99	9.17	21.39	17.21	14.19	9.87	13.00		12.90	14.41	22.16	18.24	21.13	19.29	
$5 to $5.99	9.48	11.94	18.85	17.42	16.27	15.35		2.42	4.51	6.19	7.55	6.78	6.07	
$6 to $6.99	5.81	13.43	21.31	26.13	23.20	19.40			.90	2.06	1.26	3.49	2.27	
$7 to $7.99	.31	1.99	7.65	9.03	12.53	7.93		.81	1.80	2.58	1.26	2.71	2.17	
$8 to $9.99	.92	1.00	6.56	10.97	14.00	8.60			.90	2.58	1.88	3.10	2.27	
$10 to $11.99		1.99	1.64	6.13	7.60	4.40				.51	.63	.58	.45	
$12 and over			.82	3.55	5.33	2.76						.19	.09	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

WOOLEN AND WORSTED GOODS.

MAINE.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	1				6	7	14	2	2	1		1	6	5
$3 to $3.99			2	1	1	4	1							
$4 to $4.99	1	1		2	3	7	4	3	7	7	3	10	30	3
$5 to $5.99	2		1	1	5	9	4		1	1	4	8	14	6
$6 to $6.99	1	2	4	8	6	21	7		4	5	4	15	28	1
$7 to $7.99		3	4	2	24	33	9		3		2	6	11	8
$8 to $9.99			6	14	50	70	17		2	2	9	20	33	6
$10 to $11.99		1	2	7	47	57	12				2	8	10	6
$12 and over				1	10	11	9					3	3	
Total	5	7	19	36	152	219	77	5	19	16	24	71	135	35
Not reported		1			3	4	3			1		1	2	

PER CENT.

Under $3	20.00				3.95	3.20		40.00	10.53	6.25		1.41	4.44	
$3 to $3.99			10.53	2.78	.66	1.82								
$4 to $4.99	20.00	14.29		5.55	1.97	3.20		60.00	36.84	43.75	12.50	14.08	22.22	
$5 to $5.99	40.00		5.26	2.78	3.29	4.11			5.26	6.25	16.67	11.27	10.37	
$6 to $6.99	20.00	28.57	21.05	22.22	3.95	9.59			21.05	31.25	16.67	21.13	20.74	
$7 to $7.99		42.85	21.05	5.55	15.79	15.07			15.79		8.33	8.45	8.15	
$8 to $9.99			31.58	38.89	32.89	31.96			10.53	12.50	37.50	28.17	24.45	
$10 to $11.99		14.29	10.53	19.45	30.92	26.03					8.33	11.27	7.41	
$12 and over				2.78	6.58	5.02						4.22	2.22	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

MASSACHUSETTS.

NUMBER.

Under $3				1	3	4		1	1			3	5	
$3 to $3.99		2			2	4		2	5	3		5	15	
$4 to $4.99	2	3	1	1	3	10	1	2	1	6	3	3	15	4
$5 to $5.99	6	2	6	4	13	31		7	2	5	6	16	36	6
$6 to $6.99	1	5	3	1	23	33		1	4	16	7	19	47	2
$7 to $7.99	1	11	5	3	20	40	1		1	7	4	13	25	2
$8 to $9.99	1	7	10	18	120	156	1			9	14	26	49	6
$10 to $11.99	1		8	11	48	68	2	1		3	6	23	33	6
$12 and over			1	6	102	109	5				4	10	14	1
Total	12	30	34	45	334	455	10	14	14	49	44	118	239	27
Not reported							11		1		3	1	5	16

PER CENT.

Under $3				2.22	0.90	0.88		7.14	7.14			2.54	2.09	
$3 to $3.99		6.67			.60	.88		14.29	35.72	6.12		4.24	6.28	
$4 to $4.99	16.67	10.00	2.94	2.22	.90	2.20		14.29	7.14	12.25	6.82	2.54	6.28	
$5 to $5.99	50.00	6.67	17.65	8.89	3.89	6.81		50.00	14.29	10.20	13.64	13.56	15.06	
$6 to $6.99	8.34	16.67	8.82	2.22	6.88	7.25		7.14	28.57	32.65	15.90	16.10	19.66	
$7 to $7.99	8.33	36.66	14.71	6.67	5.99	8.79			7.14	14.29	9.09	11.02	10.46	
$8 to $9.99	8.33	23.33	29.41	40.00	35.93	34.29				18.37	31.82	22.03	20.50	
$10 to $11.99	8.33		23.53	24.45	14.37	14.94		7.14		6.12	13.64	19.49	13.81	
$12 and over			2.94	13.33	30.54	23.96					9.09	8.48	5.86	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

WOOLEN AND WORSTED GOODS—Continued.

RHODE ISLAND.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	4	.....	4	1	9	18	.....	.....	3	.....	3	5	11	.....
$3 to $3.99	13	.....	1	2	3	19	.....	7	1	3	.....	2	13	1
$4 to $4.99	31	10	3	2	6	52	.....	13	14	8	2	10	47	.....
$5 to $5.99	14	12	5	5	13	49	.....	11	8	19	13	24	75	.....
$6 to $6.99	12	24	21	7	32	96	.....	8	46	38	34	54	180	.....
$7 to $7.99	1	4	11	7	49	72	1	.....	13	21	20	36	90	.....
$8 to $9.99	.....	5	24	18	69	116	1	1	11	19	22	40	93	1
$10 to $11.99	.....	1	9	18	39	67	2	.....	2	7	14	14	37	8
$12 and over	.....	1	6	19	182	208	.....	.....	1	4	7	25	37	5
Total	75	57	84	79	402	697	4	40	99	119	115	210	583	15
Not reported	.....	1	1	.....	6	8	.....	.....	1	1	.....	4	6	.....

PER CENT.

Under $3	5.33	.....	4.76	1.26	2.24	2.58	.....	.....	3.03	.....	2.61	2.38	1.89	.....
$3 to $3.99	17.33	.....	1.19	2.53	.75	2.73	.....	17.50	1.01	2.52	.....	.95	2.23	.....
$4 to $4.99	41.34	17.55	3.57	2.53	1.49	7.46	.....	32.50	14.14	6.72	1.74	4.76	8.06	.....
$5 to $5.99	18.67	21.05	5.95	6.33	3.23	7.03	.....	27.50	8.08	15.97	11.30	11.43	12.86	.....
$6 to $6.99	16.00	42.11	25.00	8.86	7.96	13.78	.....	20.00	46.47	31.93	29.57	25.71	30.87	.....
$7 to $7.99	1.33	7.02	13.10	8.86	12.19	10.33	.....	.....	13.13	17.65	17.39	17.14	15.44	.....
$8 to $9.99	.....	8.77	28.57	22.79	17.17	16.64	.....	2.50	11.11	15.97	19.13	19.05	15.95	.....
$10 to $11.99	.....	1.75	10.72	22.79	9.70	9.61	.....	.....	2.02	5.88	12.17	6.67	6.35	.....
$12 and over	.....	1.75	7.14	24.05	45.27	29.84	.....	.....	1.01	3.36	6.09	11.91	6.35	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

NEW JERSEY.

NUMBER.

Under $3	1	.....	.....	3	3	7	.....	.....	2	2	1	2	7	.....
$3 to $3.99	5	7	1	1	3	17	.....	3	10	9	2	12	36	.....
$4 to $4.99	11	14	9	4	6	44	.....	26	31	34	11	17	119	.....
$5 to $5.99	16	26	13	6	19	80	.....	5	57	73	22	54	211	.....
$6 to $6.99	5	17	18	8	41	89	.....	1	132	148	41	74	396	.....
$7 to $7.99	.....	15	27	51	110	203	.....	3	79	135	45	56	318	.....
$8 to $9.99	.....	6	31	63	194	294	.....	2	40	86	28	42	198	.....
$10 to $11.99	.....	1	14	23	107	145	.....	1	12	18	6	9	46	.....
$12 and over	.....	.....	9	29	148	186	.....	.....	2	1	1	7	11	.....
Total	38	86	122	188	631	1,065	.....	41	365	506	157	273	1,342	.....

PER CENT.

Under $3	2.63	.....	.....	1.60	0.48	0.66	.....	.....	0.55	0.39	0.64	0.73	0.52	.....
$3 to $3.99	13.16	8.14	0.82	.53	.48	1.60	.....	7.32	2.74	1.78	1.27	4.40	2.68	.....
$4 to $4.99	28.95	16.28	7.38	2.13	.95	4.13	.....	63.41	8.49	6.72	7.01	6.23	8.87	.....
$5 to $5.99	42.10	30.23	10.66	3.19	3.01	7.51	.....	12.19	15.62	14.43	14.01	19.78	15.72	.....
$6 to $6.99	13.16	19.77	14.75	4.25	6.50	8.36	.....	2.44	36.16	29.25	26.12	27.11	29.51	.....
$7 to $7.99	.....	17.44	22.13	27.13	17.43	19.06	.....	7.32	21.64	26.68	28.66	20.51	23.70	.....
$8 to $9.99	.....	6.98	25.41	33.51	30.74	27.61	.....	4.88	10.96	16.99	17.83	15.38	14.75	.....
$10 to $11.99	.....	1.16	11.47	12.23	16.96	13.61	.....	2.44	3.29	3.56	3.82	3.30	3.43	.....
$12 and over	.....	.....	7.38	15.43	23.45	17.46	.....	.....	.55	.20	.64	2.56	.82	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

WOOLEN AND WORSTED GOODS—Continued.

PENNSYLVANIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	18	7	2	2	5	34	.....	13	10	14	6	11	54	.....
$3 to $3.99	15	6	.....	1	1	23	.....	28	16	8	3	12	67	.....
$4 to $4.99	56	17	4	.....	1	78	.....	65	41	20	4	14	144	.....
$5 to $5.99	18	28	10	1	4	61	.....	30	56	52	24	28	190	.....
$6 to $6.99	14	27	35	9	15	100	.....	8	63	78	37	67	253	.....
$7 to $7.99	2	17	21	15	46	101	.....	2	6	22	20	28	78	.....
$8 to $9.99	1	3	17	15	56	92	.....	2	6	23	20	47	98	.....
$10 to $11.99	.....	1	5	13	99	118	.....	.....	.....	11	10	54	75	.....
$12 and over	.....	.....	10	24	160	194	.....	.....	.....	4	6	30	40	.....
Total	124	106	104	80	387	801	.....	148	198	232	130	291	999	.....
Not reported	2	.....	1	1	1	5	.....	.....	1	7	1	2	11	.....

PER CENT.

Under $3	14.52	6.60	1.92	2.50	1.29	4.24	.....	8.78	5.05	6.04	4.62	3.78	5.41	.....
$3 to $3.99	12.10	5.66	.....	1.25	.26	2.87	.....	18.92	8.08	3.45	2.31	4.12	6.71	.....
$4 to $4.99	45.16	16.04	3.84	.....	.26	9.74	.....	43.92	20.71	8.62	3.08	4.81	14.41	.....
$5 to $5.99	14.52	26.42	9.62	1.25	1.03	7.62	.....	20.27	28.28	22.41	18.46	9.62	19.02	.....
$6 to $6.99	11.29	25.47	33.65	11.25	3.88	12.48	.....	5.41	31.82	33.62	28.46	23.03	25.32	.....
$7 to $7.99	1.61	16.04	20.19	18.75	11.89	12.61	.....	1.35	3.03	9.48	15.38	9.62	7.81	.....
$8 to $9.99	.80	2.83	16.35	18.75	14.47	11.49	.....	1.35	3.03	9.91	15.38	16.15	9.81	.....
$10 to $11.99	.....	.94	4.81	16.25	25.58	14.73	.....	.....	.....	4.74	7.69	18.56	7.51	.....
$12 and over	.....	.....	9.62	30.00	41.34	24.22	.....	.....	.....	1.73	4.62	10.31	4.00	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

OHIO.

NUMBER.

Under $3	10	10	4	2	6	32	.....	73	23	13	7	9	125	.....
$3 to $3.99	16	5	2	.....	2	25	.....	72	58	16	9	4	159	.....
$4 to $4.99	3	18	6	3	6	36	.....	.....	18	47	11	21	97	.....
$5 to $5.99	2	21	6	2	6	37	.....	6	37	76	30	91	240	.....
$6 to $6.99	.....	15	13	9	25	62	.....	5	15	95	33	53	201	.....
$7 to $7.99	.....	6	10	15	85	116	.....	.....	13	62	29	16	120	.....
$8 to $9.99	.....	4	24	40	186	254	.....	1	13	67	38	30	149	.....
$10 to $11.99	.....	.....	5	15	79	99	.....	.....	1	25	20	27	73	.....
$12 and over	.....	.....	2	18	166	186	.....	.....	.....	9	20	14	43	.....
Total	31	79	72	104	561	847	.....	157	178	410	197	265	1,207	.....
Not reported	.....	.....	.....	.....	3	3	.....	.....	.....	1	1	1	3	[1] 1

PER CENT.

Under $3	32.26	12.66	5.56	1.92	1.07	3.78	.....	46.50	12.92	3.17	3.55	3.40	10.36	.....
$3 to $3.99	51.61	6.33	2.78	.....	.36	2.95	.....	45.86	32.59	3.90	4.57	1.51	13.17	.....
$4 to $4.99	9.68	22.78	8.33	2.89	1.07	4.25	.....	.....	10.11	11.46	5.59	7.92	8.04	.....
$5 to $5.99	6.45	26.58	8.33	1.92	1.07	4.37	.....	3.82	20.79	18.54	15.23	34.34	19.88	.....
$6 to $6.99	.....	18.99	18.06	8.66	4.46	7.32	.....	3.18	8.43	23.17	16.75	20.00	16.65	.....
$7 to $7.99	.....	7.60	13.89	14.42	15.15	13.69	.....	.....	7.30	15.12	14.72	6.04	9.94	.....
$8 to $9.99	.....	5.06	33.33	38.46	33.15	29.99	.....	.64	7.30	16.34	19.29	11.32	12.35	.....
$10 to $11.99	.....	.....	6.94	14.42	14.08	11.69	.....	.....	.56	6.10	10.15	10.19	6.05	.....
$12 and over	.....	.....	2.78	17.31	29.59	21.96	.....	.....	.....	2.20	10.15	5.28	3.56	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

[1] Reported as over 16 years.

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

WOOLEN AND WORSTED GOODS—Continued.

ILLINOIS.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3.					1	1					1	1	2	
$3 to $3.99		3			1	4				1			1	
$4 to $4.99	2	6	1		2	11			2	5	2	1	10	
$5 to $5.99								1	5	1	3	5	15	
$6 to $6.99		2	4		2	8			1	5	3	7	16	
$7 to $7.99			2	1	4	7			3	3	3	3	12	
$8 to $9.99		3	6	4	27	40				3	5	5	13	
$10 to $11.99			4	4	13	21					1	4	5	
$12 and over			4	2	52	58				2		1	3	
Total	2	14	21	11	102	150		1	11	20	18	27	77	
Not reported		1	1		5	7				1		2	3	

PER CENT.

Under $3.					0.98	0.66					5.55	3.70	2.60	
$3 to $3.99		21.43			.98	2.67				5.00			1.30	
$4 to $4.99	100.00	42.86	4.76		1.96	7.33			18.18	25.00	11.11	3.70	12.99	
$5 to $5.99								100.00	45.46	5.00	16.67	18.52	19.48	
$6 to $6.99		14.28	19.05		1.96	5.33			9.09	25.00	16.67	25.93	20.78	
$7 to $7.99			9.52	9.09	3.92	4.67			27.27	15.00	16.67	11.11	15.58	
$8 to $9.99		21.43	28.57	36.37	26.47	26.67				15.00	27.78	18.52	16.88	
$10 to $11.99			19.05	36.36	12.75	14.00					5.55	14.82	6.49	
$12 and over			19.05	18.18	50.98	38.67				10.00		3.70	3.90	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

INDIANA.

NUMBER.

Under $3.		1			5	6		2	9	4	1	3	19	1
$3 to $3.99	1	3			1	5		6	4	3	1	4	18	1
$4 to $4.99	4	3	2	1	1	11	1	12	20	8	2	3	45	5
$5 to $5.99	11	7			4	22		4	9	10	8	10	41	2
$6 to $6.99	14	18	4	3	9	48	2	5	17	22	10	22	76	1
$7 to $7.99	2	10	6	2	7	27	1	1	11	25	20	16	73	1
$8 to $9.99		11	43	31	159	244	4	1	9	43	44	65	162	2
$10 to $11.99		3	26	62	205	296	5		1	7	8	19	35	2
$12 and over		1	16	68	581	666	4			3	6	13	22	
Total	32	57	97	167	972	1,325	17	31	80	125	100	155	491	15
Not reported			2	1	6	9		1	5	6	2	3	17	

PER CENT.

Under $3.		1.76			0.52	0.45		6.45	11.25	3.20	1.00	1.94	3.87	
$3 to $3.99	3.12	5.26			.10	.38		19.35	5.00	2.40	1.00	2.58	3.66	
$4 to $4.99	12.50	5.26	2.06	0.60	.10	.83		38.71	25.00	6.40	2.00	1.94	9.17	
$5 to $5.99	34.38	12.28			.41	1.66		12.90	11.25	8.00	8.00	6.45	8.35	
$6 to $6.99	43.75	31.58	4.12	1.80	.93	3.62		16.13	21.25	17.60	10.00	14.19	15.48	
$7 to $7.99	6.25	17.54	6.19	1.20	.72	2.04		3.23	13.75	20.00	20.00	10.32	14.87	
$8 to $9.99		19.30	44.33	18.56	16.36	18.42		3.23	11.25	34.40	44.00	41.93	32.99	
$10 to $11.99		5.26	26.80	37.12	21.09	22.34			1.25	5.60	8.00	12.26	7.13	
$12 and over		1.76	16.50	40.72	59.77	50.26				2.40	6.00	8.39	4.48	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Continued.

WOOLEN AND WORSTED GOODS—Continued.

MICHIGAN.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3		1	1		1	3	1					2	2	
$3 to $3.99								1	2	4			7	
$4 to $4.99			1		2	3			3	6	3	7	19	
$5 to $5.99	1		1	1	1	4			3	6	5	7	21	
$6 to $6.99		2	1		2	5				4	3	4	11	
$7 to $7.99		1	2	3	5	11			1	4	2	2	9	
$8 to $9.99		1		2	33	36				1	4	10	15	
$10 to $11.99	1		2	3	9	15	1			1	1	7	9	
$12 and over			1		14	15								
Total	2	5	9	9	67	92	2	1	9	26	18	39	93	
Not reported									1				1	

PER CENT.

Under $3		20.00	11.11		1.49	3.26						5.13	2.15	
$3 to $3.99								100.00	22.22	15.38			7.52	
$4 to $4.99			11.11		2.99	3.26			33.33	23.08	16.67	17.95	20.43	
$5 to $5.99	50.00		11.11	11.11	1.49	4.35			33.33	23.08	27.78	17.95	22.58	
$6 to $6.99		40.00	11.11	33.33	2.99	5.44				15.38	16.67	10.25	11.83	
$7 to $7.99		20.00	22.23	22.23	7.46	11.96			11.12	15.38	11.11	5.13	9.68	
$8 to $9.99		20.00		33.33	49.25	39.13				3.85	22.22	25.64	16.13	
$10 to $11.99	50.00		22.22		13.43	16.30				3.85	5.55	17.95	9.68	
$12 and over			11.11		20.90	16.30								
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

NORTH CAROLINA.

NUMBER.

Under $3	5	6	2	1	4	18		7	3	1		6	17	
$3 to $3.99	5	3	2	1	5	16		6	1	7	2	4	20	
$4 to $4.99	2	2	7		3	14		1	1	4	4	3	13	
$5 to $5.99	2	3	9	4	19	37		1			2	4	7	
$6 to $6.99		3	3	3	11	20		3	3	3	3	2	14	
$7 to $7.99			1	1	7	9		4	1	2	2	1	10	
$8 to $9.99			1	3	12	16		2	1	3		3	9	
$10 to $11.99				1	5	6			1		2	1	4	
$12 and over					15	15			2			3	5	
Total	14	17	25	14	81	151		24	13	20	15	27	99	
Not reported		1				1						1	1	

PER CENT.

Under $3	35.71	35.29	8.00	7.14	4.94	11.92		29.17	23.08	5.00		22.22	17.17	
$3 to $3.99	35.71	17.65	8.00	7.14	6.17	10.60		25.00	7.69	35.00	13.34	14.82	20.21	
$4 to $4.99	14.29	11.76	28.00		3.70	9.27		4.17	7.69	20.00	26.67	11.11	13.13	
$5 to $5.99	14.29	17.65	36.00	28.58	23.46	24.50		4.17			13.33	14.82	7.07	
$6 to $6.99		17.65	12.00	21.43	13.58	13.25		12.50	23.08	15.00	20.00	7.41	14.14	
$7 to $7.99			4.00	7.14	8.64	5.96		16.66	7.69	10.00	13.33	3.70	10.10	
$8 to $9.99			4.00	21.43	14.82	10.60		8.33	7.69	15.00		11.11	9.09	
$10 to $11.99				7.14	6.17	3.97			7.69		13.33	3.70	4.04	
$12 and over					18.52	9.93			15.39			11.11	5.05	
Total	100.00	100.00	100.00	100.00	100.00	100.00		100.00	100.00	100.00	100.00	100.00	100.00	

TABLE VIII.—NUMBER AND PER CENT OF MALES AND OF FEMALES IN SPECIFIED AGE GROUPS EARNING CERTAIN CLASSIFIED WEEKLY AMOUNTS IN A REPRESENTATIVE WEEK, FOR EACH INDUSTRY, BY STATES—Concluded.

WOOLEN AND WORSTED GOODS—Concluded.

GEORGIA.

NUMBER.

Actual weekly earnings.	Males.							Females.						
	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.	Under 16 years.	16 and 17 years.	18 to 20 years.	21 to 24 years.	25 years and over.	Total.	Age not reported.
Under $3	8	3	2	8	2	23	.....	8	4	5	2	4	23	1
$3 to $3.99	5	4	3	2	1	15	.....	2	4	.....	3	9	18	.....
$4 to $4.99	7	3	1	2	2	15	.....	2	3	7	5	8	25	.....
$5 to $5.99	2	3	6	6	15	32	.....	1	3	7	5	10	26	.....
$6 to $6.99	.....	2	5	1	20	28	.....	2	.....	6	3	8	19	.....
$7 to $7.99	.....	3	15	6	15	39	.....	.....	.....	3	1	3	7	.....
$8 to $9.99	.....	1	1	2	16	20	.....	.....	.....	.....	2	6	8	.....
$10 to $11.99	.....	.....	1	2	2	5	.....	.....	.....	.....	1	.....	1	.....
$12 and over	.....	.....	.....	.....	2	2	.....	.....	.....	.....	.....	.....	.....	.....
Total	22	19	34	29	75	179	.....	15	14	28	22	48	127	1
Not reported	3	4	5	3	3	18	.....	5	5	3	1	3	17	.....

PER CENT.

Under $3	36.36	15.79	5.88	27.58	2.67	12.85	.....	53.34	28.57	17.86	9.09	8.33	18.11	.....
$3 to $3.99	22.73	21.05	8.82	6.90	1.33	8.38	.....	13.33	28.57	.....	13.64	18.75	14.17	.....
$4 to $4.99	31.82	15.79	2.94	6.90	2.67	8.38	.....	13.33	21.43	25.00	22.73	16.67	19.69	.....
$5 to $5.99	9.09	15.79	17.65	20.69	20.00	17.88	.....	6.67	21.43	25.00	22.73	20.83	20.47	.....
$6 to $6.99	.....	10.53	14.71	3.44	26.66	15.64	.....	13.33	.....	21.43	13.64	16.67	14.96	.....
$7 to $7.99	.....	15.79	44.12	20.69	20.00	21.79	.....	.....	.....	10.71	4.54	6.25	5.51	.....
$8 to $9.99	.....	5.26	2.94	6.90	21.33	11.17	.....	.....	.....	.....	9.09	12.50	6.30	.....
$10 to $11.99	.....	.....	2.94	6.90	2.67	2.79	.....	.....	.....	.....	4.54	.....	.79	.....
$12 and over	.....	.....	.....	.....	2.67	1.12	.....	.....	.....	.....	.....	.....	.....	.....
Total	100.00	100.00	100.00	100.00	100.00	100.00	.....	100.00	100.00	100.00	100.00	100.00	100.00	.....

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